

Annual Report

of the

DIRECTOR OF CIVIL SERVICE

December 1, 1962 - November 30, 1963



DIVISION OF CIVIL SERVICE
COMMONWEALTH OF MASSACHUSETTS

W. Henry Finnegan, Director

THE COMMONWEALTH OF MASSACHUSETTS ;
DEPARTMENT OF CIVIL SERVICE AND REGISTRATION ;
DIVISION OF CIVIL SERVICE.

Report 1962-63

DIRECTOR OF CIVIL SERVICE

W. HENRY FINNEGAN, Everett

CIVIL SERVICE COMMISSION

JOHN C. CARR, JR., Chairman,	Medford
	Term expires March 1, 1966
JOSEPH M. DUFFY,	Clinton
	Term expires March 1, 1968
JAMES LEVENSOHN,	Brookline
	Term expires March 1, 1964
HELEN C. MITCHELL,	Fall River
	Term expires March 1, 1967
HUGH MORTON,	Fall River
	Term expires March 1, 1965

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 LOCAL CIVIL SERVICE REPRESENTATIVES AND REGISTRATION CLERKS

* ARLINGTON -- HELEN F. McCLUSKEY, Town Hall
 **ATTLEBORO -- ELOISE M. PHELAN, Assessors' Office, City Hall
 BEVERLY -- THOMAS H. SCANLAN, Health Dept., City Hall
 BILLERICA -- CHARLES PHAIR, Public Works Dept., Town Hall
 BRAINTREE -- HAZEL J. BROWN, Veterans' Services Dept., Town Hall
 **BROCKTON -- DOROTHY M. CURTIS, City Clerk's Office, City Hall
 BROOKLINE -- ARTHUR A. O'SHEA, 55 Prospect Street
 CHELSEA -- MILDRED MASTROMARINO, City Hall
 **CHICOPEE -- FRANK LONCZAK, Planning Board, City Hall
 EASTHAMPTON -- MARY T. BREWER, Town Hall
 EVERETT -- MARY C. DOWNING, Registration of Voters Dept., City Hall
 FAIRHAVEN -- EDITH S. ALDEN, Dept. of Public Welfare, Town Hall
 **FALL RIVER -- MANUEL M. REZENDES, 41 North Main Street
 **FITCHBURG -- RUTH WARRELL, City Hall
 FRANKLIN -- ANNE CROTHERS, Assessors' Office, Town Hall
 **GLOUCESTER -- ALICE FALL, Auditor's Office, City Hall
 **GREENFIELD -- RICHARD H. HOWARD, Fire Dept.
 HAVERHILL -- SHIRLEY MORTON, City Hall
 ** MARGARET E. POWERS, Public Welfare Dept., 471 Main St.
 **HOLYOKE -- MARY T. GRIFFIN, City Hall
 LAWRENCE -- MARY F. GILLEN, City Hall
 ** CONCETTA PEREZ, City Clerk's Office, City Hall
 **LOWELL -- HAROLD F. WINN, Veterans' Benefits Dept., City Hall
 LYNN -- GERTRUDE E. CALLIS, City Hall
 MALDEN -- JOHN F. RYAN, Health Department, City Hall
 MARLBOROUGH -- BEATRICE L. McNAMARA, City Hall
 ** WILLIAM H. MURPHY, Corey Building
 MILTON -- M. GERTRUDE REID, Town Hall
 **NEW BEDFORD -- EDNA M. CUNHA, Board of Election Commissioners
 NEWTON -- CARLETON P. MERRILL, City Hall
 **NORTH ADAMS -- HELEN F. ALBINI, City Hall
 **NORTHAMPTON -- DAVID P. SULLIVAN, Auditor's Office, City Hall
 PEABODY -- FRANK J. GELOTT, Veterans' Services Department
 **PITTSFIELD -- ROBERT U. JOHNSON, City Hall
 QUINCY -- RUTH C. PABST, Personnel Office, City Hall
 SHREWSBURY -- GRETCHEN W. BLACK, Office of the Town Manager, Town Hall
 SOUTH HADLEY -- ERNEST E. GUIMOND, Town Hall
 **SPRINGFIELD -- MILDRED M. ELLIOT, Personnel Dept., City Hall
 STONEHAM -- WILLIAM L. CURRAN, Director, Veterans' Services, Town Hall
 TAUNTON -- EDITH M. ARNOLD, Auditor's Office, City Hall
 ** N. MAY CHILD, City Hall
 WALTHAM -- JOSEPH F. McGANN, License Commission, City Hall
 WESTFIELD -- JOHN J. MURPHY, Almshouse, City Hall
 WEST SPRINGFIELD -- CHARLES H. PALMER, Public Welfare Dept., Town Hall
 WEYMOUTH -- MARION K. RAFFERTY, Town Hall
 WINTHROP -- HENRY A. GILL, Town Accountant, Town Hall
 **WORCESTER -- EUGENE R. GARDINER, Personnel Dept., City Hall

* Labor Registration Clerk
 **Official Service Representative

December 1, 1963

To the Civil Service Commission:

In accordance with section 2A (k) of chapter 31 of the General Laws, I herewith submit my second report to the Commission for the period from December 1, 1962 to November 30, 1963.

During this period three new members were appointed to the Commission. Mr. John C. Carr of Medford, February 14, 1963, Mrs. Helen C. Mitchell of Fall River, August 5, 1963 and Mr. Joseph M. Duffy of Clinton, August 14, 1963. The Director and members of the staff sincerely wish our new members a most successful administration.

The past year has been particularly outstanding because of the tremendous increase in the work of the Division over the preceding year as clearly evidenced by the report.

EXAMINATIONS

More services being continually brought under the jurisdiction of the Division of Civil Service necessarily mean more examinations. The following table shows interesting statistics covering examinations in twenty year intervals since the start of Civil Service.

<u>EXAMINATIONS HELD</u>	
1885	73
1903	260
1923	867
1943	975
1963	2,029

Legislation enacted in 1962 which requires that a requisition to fill a permanent vacancy must be made on a permanent basis did much to improve the morale of public employees who had frequently been kept on temporary status for years, even though they had received temporary appointments as a result of examination and whose services could be terminated without cause or notice. This same legislation limits the time for which provisional appointments and temporary transfers may be continued on temporary positions for which there is no eligible list, without examinations being held, to a period of six months. These changes in the law, the holding of more examinations and consequently the number of examinations because of this legislation went to an all time high and resulted in a considerable increase in the cost of operation of the Division of Civil Service.

To cope with this increase in work, we were very fortunate in having the support of the office of His Excellency, Governor Peabody, Executive Office for Administration and Finance, Chairmen William D. Fleming, and John J. Toomey, Senate and House Ways and Means Committees, the members

of their committees and a cooperative Legislature. Their understanding of our problem resulted in an increase in 21 positions to the staffing of the Division, and to each we express our appreciation.

CLASSIFICATION BUREAU ACTIVITIES

The Jacobs survey for the city of Boston resulted in a new pay plan and suggested reallocation of various positions in the city service, effective March 6, 1963. Preliminary to the referral of each reallocated position to the Civil Service Commission for action in accordance with the Civil Service Law and Rules, several conferences were held by the Director with representatives of the Jacobs Company and administrators of the City of Boston for the purpose of discussing generally the suitability of the proposed reallocations and their acceptance or rejection by Civil Service. As a result of these conferences, some 1700 positions were submitted to Civil Service for a review of the specifications and duties and a determination made in each case as to how such changes were to be effected in accordance with the Civil Service Law and Rules, i.e. by transfer, promotion or change in rating. In consequence thereof the work load of the Division was greatly increased. This was especially true of the Classification Bureau where hundreds of duty statements and specifications had to be reviewed and a determination made as to disposition in each case for referral to the Director's office; in the Certification Bureau through which all requisitions are processed and in which temporary transfers are authorized and certifications made; in the Boston Payroll Bureau which processed hundreds of salary adjustments, recorded same, computed eligibility for promotional qualifying examinations and recorded on employees' records all changes effected in accordance with the Civil Service Law and Rules; and in the Examination Bureau which had to schedule and conduct promotional qualifying examinations and competitive promotional examinations for some 350 positions.

WELFARE COMPENSATION PLAN

The provisions of Chapter 579 of the Acts of 1962 made mandatory a general revision of salaries in municipal and district welfare departments. Effective September 17, 1962, the salary of each person holding a position subject to the Welfare Compensation Plan had to be adjusted to a rate in the plan based on length of service. During the period, covered by this report, the majority of the municipalities and districts involved initiated action or were notified and instructed concerning the mandatory requirements of the law by the Division of Civil Service. In each municipality and district, a date for granting a mandatory annual step rate increase had to be established; in cases where the anniversary date of appointment was used, this involved establishing an anniversary date for annual step rate increase. Effective on July 1, 1963, all the ranges established in the Welfare Compensation Plan were changed and as a result of the enactment of Chapter 579 of the Acts of 1962, a further adjustment in accordance with the new ranges was mandatory in the case of each municipal and district public welfare employee.

SCHOOL TRAFFIC SUPERVISOR

This position was placed under Civil Service by Chapter 162 of the Acts of 1963. Each city and the towns which have accepted the Civil Service Law were sent forms to be filled out and returned to the Division of Civil Service, giving the names of employees whose positions were placed under Civil Service and pertinent information thereto. Six hundred and

fifty-four persons were placed under Civil Service in the various municipalities. The processes set forth by law bringing these positions under Civil Service had to be carried out and completed, including the ordering of qualifying examinations for incumbents thereof. Instructions to the various departments as to how vacancies during 1963-1964 were to be filled under the law had to be forwarded to the appointing authorities so that there might be proper compliance with the law.

TENURE

Because of the confusion in the minds of officials and the increasing number of inquiries from employees and citizens relative to the difference between civil service status and positions placed under tenure, it has become necessary to keep records of the tenure bills passed by the Legislature subject to acceptance by vote of the various municipalities for municipal positions. There were thirty such Acts passed in 1962, subject to action during 1963. These acts did not place the incumbent of the office under Civil Service or provide for any test of fitness, but generally provided that he could not be separated therefrom except in accordance with the procedure necessary to be followed for employees classified under civil service who must qualify by examination. In 1963, twenty-two acts were passed giving tenure of office to incumbents of offices and positions, the majority of whom are heads of departments.

There is increasing objection to the enactment of tenure bills, particularly in offices where the law provides for appointment of department heads by incoming mayors or selectmen or by appointing authorities of the Commonwealth. Tenure in such cases removes from duly authorized officials opportunities to place as heads of departments and agencies persons they believe better qualified to best serve the public interest. Further, it oftentimes results in the inability of such officials to accomplish necessary changes in organization and procedure demanded for efficient administration, because of lack of cooperation by the person given tenure in policy making offices under a previous administration.

CHANGE IN STRUCTURE OF GOVERNMENT IN CERTAIN STATE DEPARTMENTS

Laws were enacted affecting the Executive Office for Administration and Finance, the Department of Public Works, and the Department of Education. Because of various changes in the law regarding the structure of these departments, extensive changes in the records of organization and civil service jurisdiction had to be noted and maintained.

VOCATIONAL SCHOOL DISTRICTS INVOLVING CITIES AND IN TOWNS WHICH HAVE ACCEPTED THE PROVISIONS OF THE CIVIL SERVICE LAW.

The Division of Civil Service has had no jurisdiction over positions in such districts, but because of the fact that recent legislation had been passed and been accepted by municipalities wherein the Civil Service Law applies, this office has been in receipt of numerous inquiries relative to these school districts. It has been necessary to follow-up this legislation and to do some research into the general background of these districts in order to answer these questions with some degree of accuracy.

COMPUTER PROGRAM

As a result of a review and report by the Executive Office for Administration and Finance, the staff of this office is busy preparing details for installation of a computer system, the major purpose of which will be to certify names of eligible persons to fill vacancies in departments of the Commonwealth and its cities and towns. The necessity of such installation may be appreciated when it is realized that last year 211,350 names were certified to fill 30,461 positions. While we realize it will take some time for the system to be installed, we believe it will result in greater service to the employing agencies and the public, and will ultimately release much needed help to other bureaus of the Division, particularly the Examination Bureau.

PHYSICAL STANDARDS

The Massachusetts Civil Service Law places upon the Director of Civil Service the responsibility for establishing physical standards for all positions under civil service as he may determine to be necessary. It further provides that such standards may not be waived or dispensed with in the case of any applicant.

As the result of a review of the present physical standards and after consultation with the medical staff of the Division and other professional men, both in the medical and physical education fields, the standards were changed as indicated below:-

A. EYES

1. Inspection

All applicants will, for all services, be rejected for any pathological or other condition which may, now or hereafter, interfere with the proper function of the eyes in the performance of the duties of the position. Applicants for police, fire, correction officer, motor vehicle examiner and alcoholic beverage investigator, will be rejected if they have squint, oscillation of eyes, or marked degree of drooping of the lids.

(PREVIOUS STANDARDS)--All applicants will, for all services, be rejected for any pathological condition which may, now or hereafter, interfere with the proper function of the eyes in the performance of the duties of the position. Applicants for police, fire, correction officer, motor vehicle examiner and alcoholic beverage investigator, will be rejected if they have squint, oscillation of eyes, or marked degree of drooping of the lids.

2. Visual Acuity (Clearness of vision)

(b) Applicants for chauffeur in the official service must have a visual acuity which with or without correction is at least 20/40 when eyes are examined together. Eyes must first be examined separately.

(New)

(c) Applicants for all other positions in the official service must have a visual acuity with or without glasses or contact lenses and without medication of at least 20/30 in one eye or 20/50 or better when eyes are examined together. Eyes must first be examined separately.

(PREVIOUS STANDARDS)--Applicants for all other positions in the official service will be passed where one eye is 20/30 or better, with or without glasses or contact lenses and without medication, provided the condition of the other eye will not interfere with the proper performance of the duties of the position.

(e) Applicants for chauffeur in the labor service must have a visual acuity which with or without correction is at least 20/40 when eyes are examined together. Eyes must first be examined separately.

(PREVIOUS STANDARDS)--Chauffeurs in the labor service must have a visual acuity which with correction is at least 20/30 in each eye separately.

(f) Applicants for mechanic and craftsman in the labor service must have a visual acuity which with or without correction is at least 20/40 when eyes are examined together. Eyes must first be examined separately.

(PREVIOUS STANDARDS)--Mechanics and craftsmen in the labor service will be passed with a visual acuity of 20/30 in one eye, with or without glasses or contact lenses and without medication, provided the condition of the other eye will not interfere with the proper performance of the duties of the position.

(g) Applicants for all other positions in the labor service must have a visual acuity with or without glasses or contact lenses and without medication of at least 20/30 in one eye or 20/50 or better when eyes are examined together. Eyes must first be examined separately.

(PREVIOUS STANDARDS)--All other applicants in the labor service, with or without glasses or contact lenses and without medication, where one eye is 20/30 or better, regardless of the fact that the eyesight may be entirely gone in the other eye, or where both eyes are 20/50 or better, will be allowed to pass.

MANUALS

The Division of Civil Service prepares manuals to assist applicants in preparation for examinations for fire and police entrance and promotional services, junior and senior engineering aide and meter reader.

During the past year, many changes were made in the Police Manual for Instruction of Applicants for Examinations for the Police Services, and a new edition was printed with such changes.

The Division also prepares a "Guide for Municipal and State Officers in Complying with the Provisions of the Civil Service Laws And Rules," a new edition of which was printed in 1963.

CIVIL SERVICE RULES

There have been many changes in the Civil Service Laws in the past several years which have resulted in making ineffective many of our Civil Service Rules. The Rules are presently being reviewed and I

anticipate within a short period to present to the Civil Service Commission recommendations for changes in the Rules to make them consistent with law.

The Civil Service Rules have the effect of law and wisely the Legislature has enacted certain precautions to ensure that wide publicity be given any changes.

Before submission of proposed changes in the Rules by the Civil Service Commission to the Governor and Council for approval, the Civil Service Commission must hold a public hearing, due notice of which must be sent to each Member of the General Court, the Mayor of each city and the Selectmen of each town to which such rules relate; must publish the same in one or more newspapers and send a notice of the hearing to the Clerks of the several cities and towns, who shall cause the same to be posted, not less than three in every town, not less than twenty-five in every city, including one in each ward. After the hearing the Commission may change, alter or amend any Rule before submission to the Governor and Council and such changes, if any, must be posted. A further hearing must be held before the Governor and Council before approval may be given to any Rules.


SUGGESTIONS - CRITICISMS

The Division of Civil Service welcomes at all times constructive suggestions and criticisms and offers of cooperation from individuals, organizations and agencies. Oftentimes, however, strong criticism is made concerning examinations and actions of the Division without any prior endeavor to ascertain the facts. It would seem that much more could be accomplished and many hours saved if inquiry was first made of the office of the Director for facts in all cases.

The purpose of the Division is to continue to operate an efficient merit system so that offices and positions under its jurisdiction may be filled by the best qualified persons, realizing that because of the sensitive nature of many hundreds of offices and positions, the health, safety and welfare of the public depend on such a system.

To a staff who has worked hard and well, often giving many extra hours' service without compensation, to accomplish the tremendous tasks they face; the members of the Civil Service Commission; the office of His Excellency, the Governor; the Executive Office for Administration and Finance; the members of the Legislative bodies; the many state agencies who have at times permitted this Division the use of its facilities; the news services who have given valuable and widespread publicity to examination announcements; the many television and radio stations who not only publicized notices of examinations to be held, but as a public service in the several emergencies caused by inclement weather, announced necessary cancellation of examinations; as well as to the many public, civic and employee organizations who have cooperated with the Division on many occasions, I wish to extend my sincere appreciation and thanks.

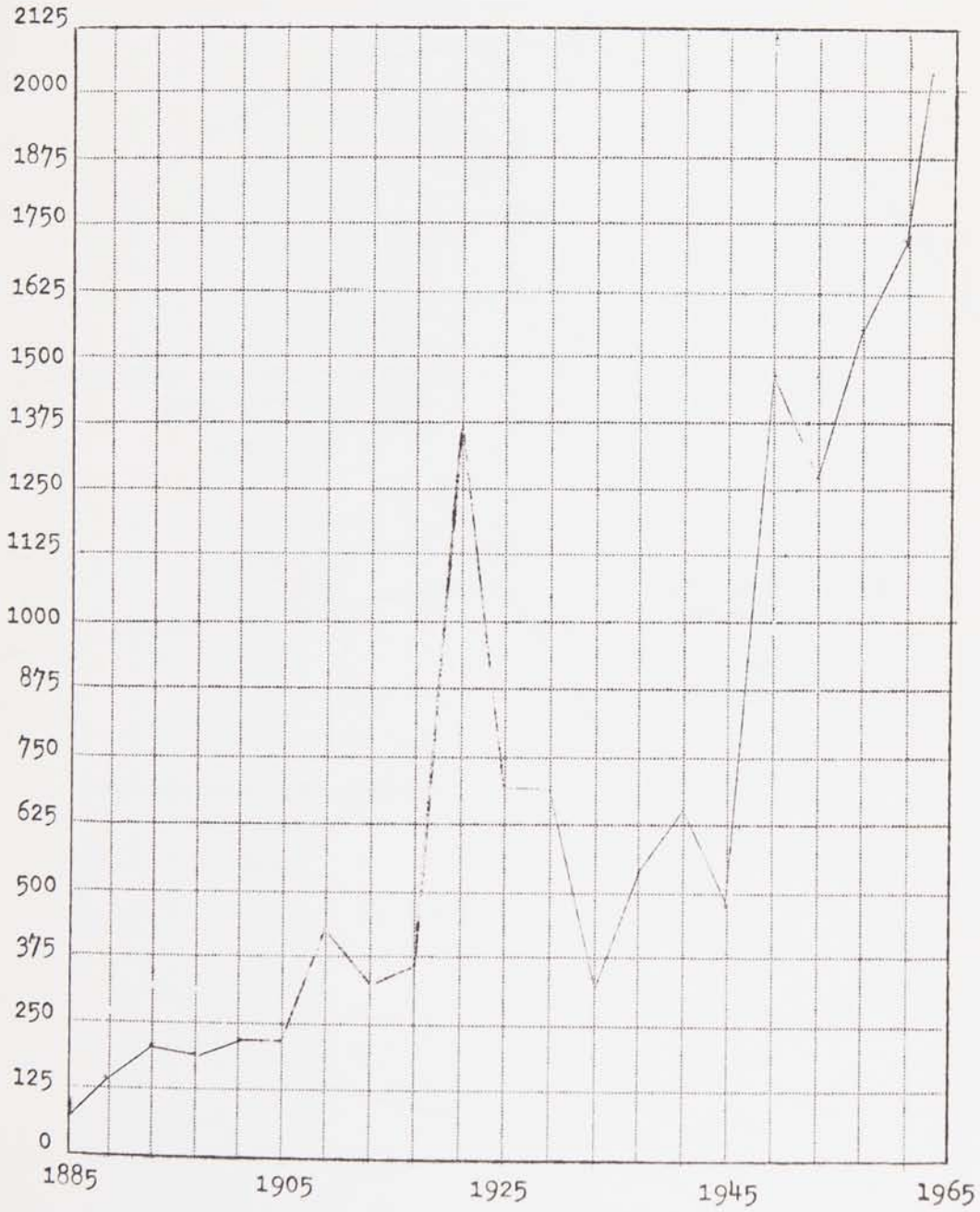
Respectfully submitted,



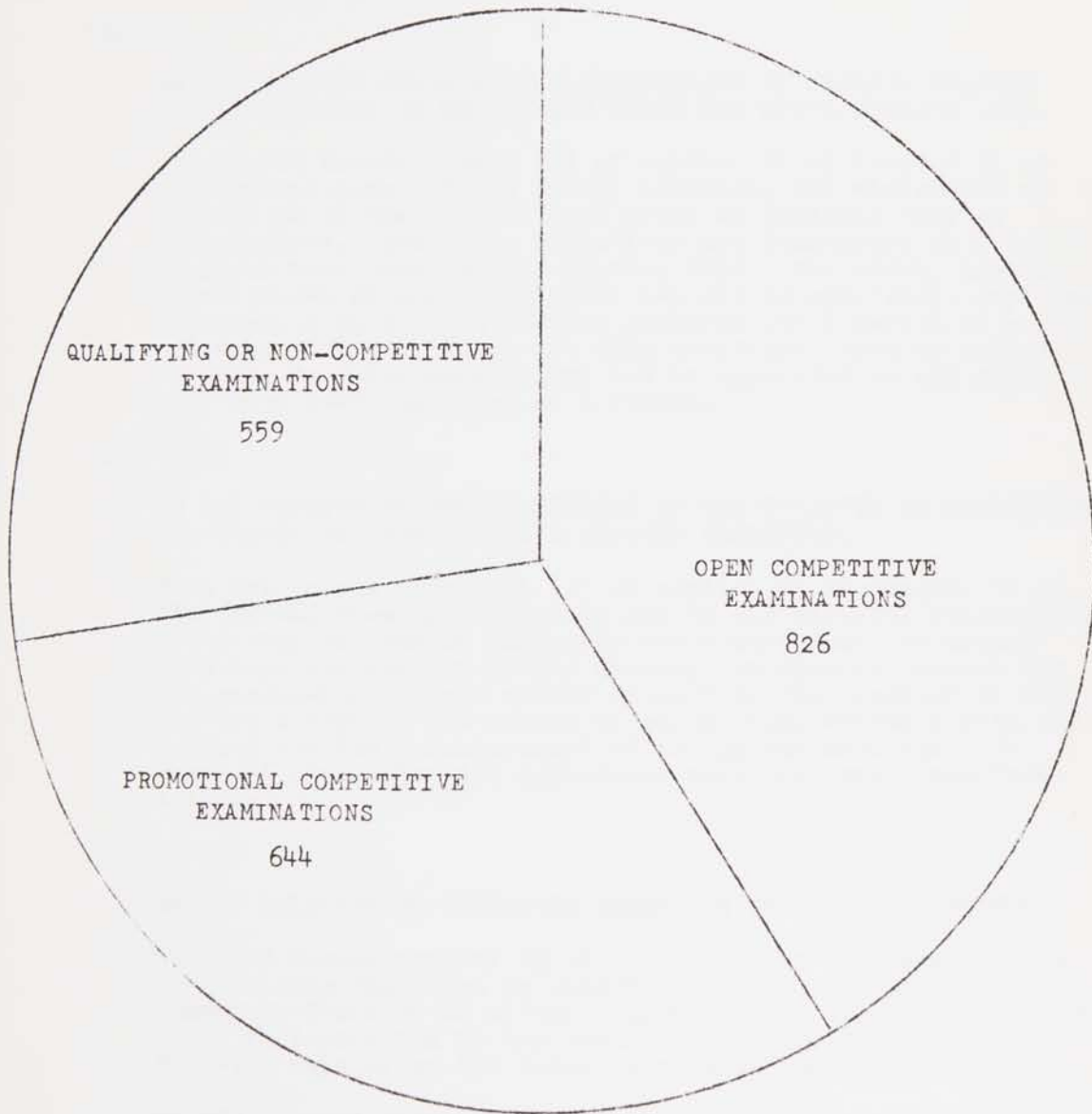
W. HENRY FINNEGAN
DIRECTOR OF CIVIL SERVICE

NUMBER OF EXAMINATIONS HELD PER YEAR

1885 - 1963



EXAMINATIONS HELD
DISTRIBUTION BY TYPE OF EXAMINATION



LEGISLATION

Legislation Affecting
Chapter 31 of the General Laws

CHAPTER 25

AN ACT FURTHER DEFINING THE ELIGIBILITY OF CERTAIN PERSONS
FOR APPOINTMENT OR EMPLOYMENT UNDER THE CIVIL SERVICE LAWS.

Chapter 25 amends clause (2) of section 17 of Chapter 31 of the General Laws. Until fairly recently, all violations of Chapter 90 of the General Laws could be punished only as misdemeanors. Now, some violations are punishable as felonies (General Laws, Chapter 90, section 24B). Therefore, persons found guilty of such violations may not be appointed, employed or retained in a Civil Service position for a period of a year after conviction. There are some positions, such as police officer, to which persons may not be appointed at any time if they have been convicted of a felony.

CHAPTER 26

AN ACT CLARIFYING THE PROVISIONS OF LAW RELATIVE TO SUSPENSIONS
AND NOTICE TO CERTAIN CIVIL SERVICE EMPLOYEES.

This Act amends paragraph (e) of section 43 of Chapter 31 of the General Laws by clarifying who is the official responsible for giving the person suspended for a period not to exceed five days the written notice stating the specific reason for the suspension and who should forward to the Director of Civil Service a copy of the notice of suspension, together with the request for the reinstatement of the person affected. It makes it clear that the appointing authority must take these actions.

CHAPTER 119

AN ACT RELATIVE TO TEMPORARY TRANSFERS IN THE CIVIL SERVICE.

This Act amends section 15 of Chapter 31 of the General Laws by providing that when an eligible list is established, a temporary transfer on either a permanent or temporary position shall be terminated by the Director of Civil Service within fourteen days after the establishment of such list.

At the present time, the law only requires that employments be terminated on the establishment of a list if the incumbent is a provisional appointee holding a permanent position for which a list was established.

CHAPTER 150

AN ACT PROHIBITING PROMOTIONS IN POLICE DEPARTMENTS IN CITIES AND TOWNS ON AN INTERMITTENT BASIS.

This Act amends section 20 of Chapter 31 of the General Laws by providing that promotions to fill positions in police and fire departments to all grades of service, shall be made on a full-time basis and no promotions on a so-called permanent intermittent basis shall be made.

CHAPTER 152

AN ACT PERMITTING CERTAIN TEMPORARY APPOINTMENTS FROM CIVIL SERVICE LISTS.

This Act permits the Division of Civil Service on receipt of requisition to fill temporary vacancies, to certify names from an eligible list for a period of not more than one year; but at the expiration of such period, upon receipt of a new requisition or request for the extension of the temporary appointment, the Director may order a renewal certification of names from the eligible list for a like period and similarly renew the same from time to time.

This Act amends section 15, of Chapter 31 of the General Laws.

CHAPTER 396

AN ACT PERMITTING TEMPORARY TRANSFERS AND PROVISIONAL PROMOTIONS OF PERSONS APPOINTED TO PERMANENT POSITIONS UNDER CERTAIN CONDITIONS.

This Act will permit provisional promotions or temporary transfers of permanent civil service employees for positions where there is no promotional eligible list for the position for which requisition is made, pending the results of a competitive promotional examination. Previously, a permanent employee could not be temporarily upgraded pending a promotional examination if there was any person on a list established as a result of an open competitive examination.

This legislation amends section 15 of Chapter 31 of the General Laws.

CHAPTER 644

AN ACT RELATIVE TO THE DURATION OF CERTAIN PROVISIONAL APPOINTMENTS AND TEMPORARY TRANSFERS IN THE COMMONWEALTH

This Act amends sections 5 and 6 of Chapter 743, Acts of 1962, by providing that provisional appointments and temporary transfers in the service of the Commonwealth may be initially authorized by the Director of Civil Service for the period for which approval has been given by the Division of Personnel and Standardization, and that no extension shall be authorized by the Director of Civil Service unless sufficient reason is forwarded by the appointing authority to justify

such extension. It further provides that such extension shall be granted only until the establishment of an eligible list or until the expiration of twenty-four months from the date of the first authorization, whichever first occurs,

Legislation Placing Certain Offices
and Positions under Civil Service

CHAPTER 10

AN ACT PLACING THE POSITION OF PATROLMAN IN THE POLICE DEPARTMENT OF THE TOWN OF DRACUT UNDER THE CIVIL SERVICE LAWS.

This Act places the position of Patrolman in the town of Dracut under the civil service law and rules. It gives tenure of office to any incumbent thereof, subject to said law and rules, provided he passes a qualifying examination to be given by the Division of Civil Service. If he passes said examination, he shall be certified and deemed to be permanently appointed without being required to serve a probationary period.

The Act is subject to acceptance by the voters at an annual town meeting.

CHAPTER 28

AN ACT PLACING THE POSITIONS OF THE REGULAR OR PERMANENT MEMBERS OF THE POLICE FORCE OF THE TOWN OF BELLINGHAM UNDER THE CIVIL SERVICE LAWS.

This Act places the positions of the Regular or Permanent Members of the Police Force of the town of Bellingham under the civil service law and rules. It provides that the tenure of office of any incumbent shall be unlimited, subject to the civil service law and rules, provided he passes a qualifying examination to be given by the Division of Civil Service. If he passes said examination, he shall be deemed to be permanently appointed without being required to serve any probationary period.

This Act is subject to acceptance by the voters of the town of Bellingham at the annual town meeting in the year 1964.

CHAPTER 32

AN ACT PLACING THE OFFICE OF FIRST ASSISTANT CITY CLERK OF THE CITY OF WORCESTER UNDER THE CIVIL SERVICE LAWS AND RULES.

This Act places under civil service the office of First Assistant City Clerk of the city of Worcester.

It further provides that an open competitive examination shall be held for said office, which examination shall be restricted to males who have been domiciled in said city for six months next preceding the date of filing application for such examina-

tion. Upon establishment of an eligible list and receipt of a requisition from the City Council, names shall be certified in accordance with the civil service laws and rules to the City Council.

The Act is effective upon its passage.

CHAPTER 84

AN ACT PLACING THE OFFICE OF CHIEF OF THE FIRE DEPARTMENT OF THE CITY OF CHELSEA UNDER THE CIVIL SERVICE LAWS AND RULES.

This Act places the office of Chief of the Fire Department of the city of Chelsea under the civil service laws and rules upon the occurrence of a vacancy in said office after the effective date of the Act.

It is subject to acceptance by the city of Chelsea.

CHAPTER 138

AN ACT PLACING THE OFFICE OF SUPERINTENDENT OF THE SEWER DEPARTMENT OF THE CITY OF BROCKTON UNDER THE CIVIL SERVICE LAWS AND RULES.

This Act places under civil service the office of the Superintendent of the Sewer Department in the city of Brockton.

It provides that the incumbent shall be subjected to a qualifying examination to be given by the Division of Civil Service and if he passes said examination, he shall be certified for said office and shall be deemed to be permanently appointed without being required to serve any probationary period.

This Act takes effect upon its acceptance by the city of Brockton.

CHAPTER 162

AN ACT PROVIDING THAT FEMALE SCHOOL TRAFFIC SUPERVISORS AND CERTAIN OTHER FEMALE EMPLOYEES DOING INTERMITTENT WORK BE GIVEN TENURE, AND THAT SUCH POSITIONS, IF OCCUPIED BY FEMALES, BE SUBJECT TO THE CIVIL SERVICE LAWS AND RULES.

This Act places under civil service Female School Traffic Supervisors or other female persons not members of the regular police force who do only intermittent work protecting school children going to and from school. The tenure of office of any incumbent of every such office on the effective date of the Act shall be unlimited, subject to the civil service laws and rules, provided she passes a qualifying examination to be given by the Division of Civil Service. If she passes said examination, she shall be certified and deemed to be permanently appointed without being required to serve any probationary period.

CHAPTER 220

AN ACT TO PLACE ATTENDANT NURSES AT THE LONG ISLAND HOSPITAL DIVISION OF THE BOSTON HOSPITAL DEPARTMENT UNDER THE CIVIL SERVICE LAWS AND RULES.

This Act places under civil service the position of Attendant Nurse at the Long Island Hospital Division of the Boston Hospital Department.

The incumbents of the positions have unlimited tenure subject to the civil service laws and rules.

The Act takes effect upon its acceptance by the city of Boston.

CHAPTER 337

AN ACT PLACING THE OFFICE OF SUPERINTENDENT OF THE SANITATION DEPARTMENT OF THE CITY OF CHICOPEE UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the office of Superintendent of the Sanitation Department of the city of Chicopee. It further provides that the position shall be filled as a result of an open competitive examination to be held in accordance with the civil service laws and rules.

This Act is subject to acceptance by the city of Chicopee.

Legislation Exempting Certain
Offices and Positions from Civil Service

CHAPTER 776

AN ACT RELATIVE TO THE POSITION OF A RETIREMENT ADMINISTRATOR IN THE DEPARTMENT OF THE STATE TREASURER.

This Act removed from civil service jurisdiction the position of Retirement Administrator in the Department of the State Treasurer.

Other Legislation

CHAPTER 73

AN ACT PROVIDING THAT CERTAIN APPLICANTS WHO DO NOT MEET CERTAIN MINIMUM HEIGHT REQUIREMENTS SHALL BE ELIGIBLE FOR APPOINTMENT AS POLICE OFFICERS IN THE TOWN OF FRAMINGHAM.

This Act provides that in the next open competitive examination for Police Officer in the town of Framingham applicants

who meet all other requirements shall be eligible for certification and appointment provided they are not less than five feet, six inches in height. The Civil Service Standards for Towns require that applicants be not less than five feet, seven inches in height.

The Act is effective upon its acceptance during the current year by the town of Framingham.

CHAPTER 77

AN ACT PROVIDING THAT CERTAIN APPLICANTS WHO DO NOT MEET CERTAIN MINIMUM HEIGHT REQUIREMENTS SHALL BE ELIGIBLE FOR APPOINTMENT AS POLICE OFFICERS IN THE TOWN OF ACTON.

This Act provides that in the next open competitive examination for Police Officer in the town of Acton applicants who meet all other requirements shall be eligible for certification and appointment provided they are not less than five feet, five inches in height. The Civil Service Standards for Towns require that applicants be not less than five feet, seven inches in height.

The Act shall take effect upon its acceptance by the town of Acton.

CHAPTER 78

AN ACT PROVIDING THAT CERTAIN APPLICANTS WHO DO NOT MEET CERTAIN MINIMUM HEIGHT REQUIREMENTS SHALL BE ELIGIBLE FOR APPOINTMENT AS POLICE OFFICERS IN THE TOWN OF WINCHENDON.

This Act provides that in the next open competitive examination for Police Officer in the town of Winchendon applicants who meet all other requirements shall be eligible for certification and appointment provided they are not less than five feet, six inches in height. The Civil Service Standards for towns require that applicants be not less than five feet, seven inches in height.

The Act is subject to acceptance by a majority of the voters at the annual town meeting in the current year.

CHAPTER 600

AN ACT AUTHORIZING THE APPOINTMENT OF JOSEPH JUBINVILLE, A MEMBER OF THE BOARD OF ALDERMEN OF THE CITY OF HOLYOKE, AS A MEMBER OF THE FIRE DEPARTMENT OF SAID CITY.

This Act provides that Joseph Jubinville may be appointed to the Fire Department as a Fire Fighter of the city of Holyoke, provided the appointment is made in accordance with the civil service law and rules and provided, also, that he resigns as a member of the Board of Aldermen of said city.

The Act is effective upon its passage.

CHAPTER 604

AN ACT ESTABLISHING A BOARD OF REGISTRATION OF RADIO AND TELEVISION TECHNICIANS, AND REQUIRING RADIO AND TELEVISION TECHNICIANS TO BE LICENSED.

This legislation established a Board of Registration of Radio and Television Technicians, and section 62 provides for the appointment of an Administrator who shall not be subject to Chapter 31 of the General Laws. A Chairman and Secretary are to be appointed from the members of the Board.

CHAPTER 619

AN ACT AUTHORIZING, UNDER CERTAIN CONDITIONS, THE TRANSFER TO POSITIONS IN THE SERVICE OF THE COMMONWEALTH OF EMPLOYEES OF CERTAIN COUNTY OR MUNICIPAL INSTITUTIONS PROVIDING CARE AND TREATMENT FOR TUBERCULOUS PATIENTS.

This Act provides that if a County or Municipal Institution has been providing in-patient care and treatment for tuberculous patients and chronic disease patients, and such care and treatment has been discontinued and the institution not conveyed to the Commonwealth, and if the officers and employees of such institution cannot be placed in employment in the respective county or municipal system, then said officers or employees who have been serving in positions that are not classified under Chapter 31 may be assigned by the Director of Personnel and Standardization, with the approval of the appointing authority, to vacant permanent positions not so classified, with like or substantially the same duties, in any department, board or commission of the Commonwealth. If said Director is unable to assign such an employee to a vacant permanent position, the name of such employee shall be placed on a re-employment list which shall be maintained by said Director and any such employee shall be assigned, as herein provided, to any permanent position not classified under Chapter 31.

If an employee of such an institution is classified under the provisions of Chapter 31, such employee may be transferred to the service of the Commonwealth in accordance with the civil service laws and rules.

This section does not apply to any person employed in such an institution whose employment commenced after March 1, 1961.

CHAPTER 663

AN ACT ABOLISHING THE BOARD OF REGISTRATION OF CERTIFIED PUBLIC ACCOUNTANTS AND ESTABLISHING A BOARD OF PUBLIC ACCOUNTANCY, AND FURTHER REGULATING THE PRACTICE OF PUBLIC ACCOUNTANCY.

This Act abolished the Board of Registration of Certified Public Accountants and established a Board of Public Accountancy.

Section 35 provides that there shall be an Executive Secretary who shall not be subject to the provisions of Chapter 31 of the General Laws.

CHAPTER 664

AN ACT ABOLISHING THE STATE SOIL CONSERVATION COMMITTEE IN THE DEPARTMENT OF AGRICULTURE AND ESTABLISHING IN THE DEPARTMENT OF NATURAL RESOURCES A DIVISION OF CONSERVATION SERVICES AND A COMMITTEE FOR CONSERVATION OF SOIL, WATER AND RELATED RESOURCES.

This Act abolished the State Soil Conservation Committee in the Department of Agriculture and established a Division of Conservation Services and a Committee for Conservation of Soil, Water and Related Resources in the Department of Natural Resources.

Section 5 provides in part as follows:

The incumbents of the offices of District Supervisors shall continue to serve until the expiration of the respective terms for which they were appointed or elected. Any person who on the effective date of this Act is an employee of the State Soil Conservation Committee shall be transferred to and be employed by the Committee for Conservation of Soil, Water and Related Resources. Such transfers shall be without loss of seniority, retirement or other rights.

CHAPTER 721

AN ACT PROVIDING FOR THE ENTRY OF THE COMMONWEALTH INTO AN INTERSTATE COMPACT ON VEHICLE EQUIPMENT SAFETY.

This Act provides for the entry of the Commonwealth into an interstate compact on vehicle equipment safety.

Article III (e) provides that personnel shall be employed irrespective of the civil service law and rules.

CHAPTER 773

AN ACT ESTABLISHING A CONSUMERS' COUNCIL.

This Act established a Consumers' Council consisting of eight members to be appointed by the Governor with the advice and consent of the Executive Council. The Council may appoint an Executive Secretary who shall not be subject to Chapter 31. It may also appoint such other Assistants, Consultants, Investigators and Experts as it deems necessary to carry out the provisions of this section. These positions are not exempt from civil service.

CHAPTER 809

AN ACT ESTABLISHING A BOARD TO DETERMINE THE RATES TO BE PAID TO CONVALESCENT AND NURSING HOMES OR REST HOMES IN CERTAIN INSTANCES, AND TRANSFERRING CERTAIN POWERS AND DUTIES OF THE DIRECTOR OF HOSPITAL COSTS AND FINANCES TO SAID BOARD.

This Act provides for a Board of Rate Setting to determine the rates to be paid to convalescent or nursing homes and rest homes, in certain instances, and transferred certain powers and duties of the Director of Hospital Costs and Finances to said Board.

It provides that the Board may appoint an Executive Secretary who shall not be subject to the provisions of the civil service law and rules, and further, that the powers and duties of the Director of Hospital Costs and Finances relative to the determination of rates to be paid to certain convalescent or nursing homes and rest homes be transferred to the Board of Rate Setting established by said section 30L of Chapter 7 of the General Laws, as amended by section 1 of this Act.

It also provides that nothing in this Act shall be construed to affect or in any way impair the rights of the Director of Hospital Costs and Finances or of any employee of the Bureau of Hospital Costs and Finances relative to civil service, seniority, retirement rights or any other right.

CHAPTER 837

AN ACT IN ADDITION TO THE GENERAL APPROPRIATION ACT MAKING APPROPRIATIONS TO SUPPLEMENT CERTAIN ITEMS CONTAINED THEREIN, AND FOR CERTAIN NEW ACTIVITIES AND PROJECTS.

Item 0444-01

Purchasing Agent's Division

Provides that the incumbent of the position of Assistant to the Purchasing Agent on requisition #40046, on the effective date of this Act, shall be deemed to be permanently appointed thereto under the civil service law and rules, provided he passes a qualifying examination to be given by the Division of Civil Service.

Item 1103-02

Division of Insurance

Provides that the position of Assistant Area Legal Counsel shall not be subject to the civil service law and rules.

Item 2104-01

Public Safety, Division of Inspection

Provides that the position of Examiner of Elevator Operators shall not be subject to the civil service law and rules.

Item 2924-01

Registry of Motor Vehicles

Provides that the position of Administrative Assistant to the Registrar of Motor Vehicles shall not be subject to the civil service law and rules.

OPINION OF THE ATTORNEY GENERAL

CLARIFICATION OF AUTHORITY
OF THE CIVIL SERVICE COMMISSION

Does the Civil Service Commission have the authority to hear the complaint of a civil servant suspended under the provisions of Chapter 798 of the Acts of 1962?

No.

Opinion of the Attorney General (Edward W. Brooke) dated 7.10.63.

OPINIONS OF THE SUPREME JUDICIAL COURT

HAROLD WASHINGTON vs. CITY OF BOSTON

(AND A COMPANION CASE¹).

Suffolk. December 4, 1962 -- January 31, 1963

Present: Wilkins, C.J., Whittemore, Cutter, Kirk, & Spiegel, JJ.

Fire Fighter. Boston. Municipal Corporations, Employees. Civil Service. Words, "Fire fighter."

Report by R. Sullivan, J., of cases in the Superior Court.

KIRK, J. The city of Boston (city) is the defendant in an action of contract and in a bill for declaratory relief. In the Superior Court the two proceedings were consolidated, reduced to a single case stated, and reported to us without decision. G. L. c. 231, s. 126.

The resolution of one question is determinative of both proceedings. The question presented is whether the plaintiffs who are classified under G. L. c. 31, s. 2A (b) as fire apparatus repairmen, motor equipment repairmen, and a carpenter in the maintenance division of the fire department of the city come within the provisions of St. 1958, c. 411,² pursuant to which salary increases were granted to "fire fighters and uniformed fire alarm personnel" employed by the city.

The plaintiffs contend that they are fire fighters within the meaning of the statute. We think it is clear that they are not. By legislative enactment (St. 1952, c. 45) the term "fire fighter" was established as a distinctive title in the classified civil service for one who had theretofore been a "fireman" in a fire department of a city or town. In enacting St. 1958, c. 411, the Legislature must have intended the term "fire fighter" to comprehend only those persons who held a position in the civil service under the title thus established. *Boston & Albany R.R. v. Public Serv. Commrs.* 232 Mass. 358, 361. None of the plaintiffs holds a position in the classified service under that title, and therefore none is within the meaning of the statute.

In support of our decision it is unnecessary to make a comparative evaluation of the services performed by fire fighters and the plaintiffs, or to point out in detail that the two categories are drawn from different classified services in the civil service with different qualification and training requirements. See *Elliott v. Fire Commr. of Boston*, 245 Mass. 330.

In the action of contract, judgment is to be entered for the city. In the suit for declaratory relief, a decree is to be entered that the plaintiffs do not hold positions within the meaning of St. 1958, c. 411.

So ordered.

WALTER J. HURLEY, for the plaintiffs.
WILLIAM H. KERR, for the defendants.

¹Wilfred J. Perrier & others vs. City of Boston & others (a bill for declaratory relief).

²The salary increases, tentatively fixed in St. 1958, c. 411, ss. 1 and 2, became effective January 7, 1959, following approval by the voters of the question relating to the increases as provided in St. 1958, c. 411, ss. 3 and 4.

REAL J. CHARTRAND vs. REGISTRAR OF MOTOR VEHICLES.

Suffolk. December 5, 1962 -- January 8, 1963.

Present: Wilkins, C.J., Whittemore, Cutter, Kirk, & Spiegel, JJ.

Civil Service. Commonwealth, Officers and employees. Evidence, Telephone conversation. Mandamus.

Case heard in the Superior Court by Coddair, J.

CUTTER, J. Chartrand, a civil service employee, seeks by a petition for a writ of mandamus brought on May 31, 1961, to compel the registrar to reinstate him as examiner, and other relief. Chartrand became an examiner in the registry of motor vehicles in 1950. The registrar on January 11, 1960, sent Chartrand a letter stating certain charges, suspending him, and notifying him of a hearing on January 15, 1960, "as to whether you shall be discharged, removed, transferred, or lowered in rank." On January 15, following the hearing, Chartrand "was notified [in writing] of the [registrar's] decision . . . to discharge" him upon certain of the charges. Chartrand received the notice on January 18, 1960.

Chartrand on January 18 talked with a lawyer. He saw the lawyer dial a number on the telephone and heard "Registrar Riley's voice." Upon objection Chartrand's testimony about the conversation was excluded. Chartrand claimed an exception and made an offer of proof (1) "that he had heard the registrar's voice approximately 100 times and had heard the registrar's voice on the telephone more than half a dozen times," and (2) that he "heard him [the registrar] say that it was a mistake, that the discharge is of no effect, that he did not notify the department or the division of civil service" and that Chartrand "should return to work." Chartrand also offered to prove that the registrar in the conversation asked Chartrand to "return the notice of discharge to . . . [the] counsel for the [r] egistry . . . so that the discharge would have no effect." Later on January 18, Chartrand went to the registry and talked with his immediate supervisor. The latter had approved Chartrand's annual vacation for February, 1960. Chartrand told the supervisor "that the discharge letter was a mistake and had been rescinded." The supervisor told Chartrand that there was "no assignment for him, and that . . . [Chartrand] could use the . . . time remaining before . . . [his] vacation . . . to start to effectuate a transfer," and that the registrar and the supervisor "would sign the transfer."

Chartrand's records and his testimony indicated that he was ill on certain days in January. February was his vacation period. Chartrand voluntarily reported to the registry every month after the vacation period in February.

The trial judge made the following findings, among others. "A personnel service requisition dated April 1, 1960, was signed by the registrar and by the director of the department of administration and finance, which . . . indicated that the department . . . desired to appoint . . . [Chartrand] to a position. The document, after the inquiry 'Department where employed,' stated 'Registry of Motor Vehicles,' and stated in answer to another question that . . . [Chartrand] was at present in the State service. On May 19 the registrar . . . wrote to the director of civil service attaching a copy of the notice of discharge sent to" Chartrand. Chartrand "did not, within five days after receiving the registrar's notice of discharge, nor thereafter, request in writing a hearing before a member of the civil service commission or some disinterested person designated by the . . . commission . . . and accordingly no hearing was granted." No proceedings for review of Chartrand's discharge were taken, other than this petition for a writ of mandamus. See G. L. c. 31, s. 43 (as amended through St. 1959, c. 569, ss. 1,2), and s. 45 (as amended through St. 1955, c. 407, s. 2). The trial judge found that various State records or documents tended to indicate that Chartrand remained an employee after January 15, 1960. These findings are quoted in the margin.¹ The trial judge ruled that Chartrand "was legally discharged and his employment terminated on January 11, 1960," that his "discharge . . . was not rescinded," that he "was not reinstated," "that the facts . . . found . . . have not served to maintain . . . [Chartrand's] status as an employee of the registry . . . and that . . . he has not been such an employee since his discharge on January 15, 1960." Chartrand duly excepted to the judge's rulings and to the denial of certain requests for rulings, summarized below so far as necessary. The case is before us upon Chartrand's bill of exceptions.

1. Chartrand first contends that State records, including records executed by officials of the registry of motor vehicles, indicate that he remained an employee of the registry during 1960. The trial judge's findings (see fn. 1, supra) with respect to these records were warrented. We assume, without deciding, that at least the report of the division of personnel and standardization listing Chartrand as on leave as of June 30, 1960, was a public record (see G. L. c. 7, s. 30, as amended through St. 1952, c. 144) admissible in evidence.

Although the State records tended to show that Chartrand was a State employee, at the registry, after January 11, 1960 (see *Barrett v. Brooks Hosp. Inc.* 338 Mass. 754, 757-759), the judge reasonably could have found that the statements in these records were inaccurate in the light of the direct evidence of the hearing on January 15, 1960, and of Chartrand's purported discharge on that day. Counsel for Chartrand had "stated for the record that there was no question that there was a suspension, a hearing, and a letter of discharge . . . all . . . done in accordance with statute." Similarly, the trial judge could have relied upon the "personal service requisition" seeking Chartrand's

transfer to another State agency and upon Chartrand's testimony that he reported for work at this agency, as showing the inaccuracy of documents indicating that Chartrand was an employee at the registry after April, 1960.

The delay until May 19, 1960, in notifying the director of civil service of Chartrand's discharge may have been part of a kindly intended effort to arrange Chartrand's transfer to another State position. The evidence does not definitely disclose its purpose. Failure to send notice "forthwith" to the director of civil service of Chartrand's suspension and discharge was, of course, in direct violation of the applicable statute (see G. L. c. 31, s. 18, as amended through St. 1947, c. 22). We are of opinion, however, that, under the statute, the delay did not invalidate the discharge. See *Thibeault v. New Bedford*, 342 Mass. 552, 558. See also *Ferrante v. Higgiston*, 296 Mass. 208, 209. If the Legislature had intended such a consequence, a more explicit provision to that effect would probably have been made.

The trial judge did not err in denying Chartrand's requests for rulings in effect that the State records and documents in evidence required him to find that Chartrand remained an employee at the registry.

2. Despite whatever latitude may be given to a trial judge in passing upon the authentication of telephone conversations (see *McCormick*, Evidence, s. 194), we think that the trial judge should have admitted Chartrand's testimony about his attorney's alleged telephone talk with the registrar on January 18, 1960. The preliminary questions and offer of proof established that Chartrand knew the registrar's voice adequately, that he identified the voice, and that he overheard the conversation himself. See *Bond Pharmacy, Inc. v. Cambridge*, 338 Mass. 488, 490-491; *McCormick*, Evidence, s. 193; *Wigmore*, Evidence (3d ed.) ss. 222, 413, 660, 2155. The circumstance that neither the attorney who made the call nor the registrar was called as a witness is a matter going only to the weight of the evidence and not to its admissibility.

The telephone conversation, if believed, tended to establish an oral withdrawal of the discharge by the registrar. It would have been possible, even if such an inference was unlikely, to infer from the conversation that there was unequivocal withdrawal of the notice. If the judge had drawn this inference, his conclusions, which appear to have been based in large part upon the discharge notice, might have been different. If the registrar had treated the whole discharge proceeding as cancelled, there was evidential basis for concluding that he thereafter had prevented Chartrand from performing services, which the latter was ready and willing to perform, by failing to give him assignments. In the circumstances, on a confused record, we cannot say that failure to admit the telephone conversation was not prejudicial.

3. Because the exception to the exclusion of the telephone conversation must be sustained, we consider various questions which have been somewhat discussed in the briefs and which may arise in further proceedings.

(a) Other evidence gives little support for the view that the telephone conversation (if the testimony about it should be believed) completely nullified the discharge notice. Significant facts are (1) that Chartrand's supervisor on January 18, 1960, "had no assignment for him" and suggested that he "start to effectuate a transfer"; (2) that the registrar himself approved a "personal service requisition" (a request for transfer to another State agency, dated April 1, 1960, under G. L. c. 31, s. 16A, as amended through St. 1958, c. 55), of which Chartrand himself knew and which he signed; (3) that, as Chartrand testified, on April 6, 1960, he reported for work at the other State agency; and (4) that he was requested to turn in his registry badge after he had signed the transfer requisition. This evidence would warrant the conclusion that any withdrawal of the discharge was conditional upon Chartrand's effecting a transfer to another State agency within a reasonable time.²

We think that even such a conditional oral³ withdrawal of the discharge, at least before the discharge was reported to the director of civil service (see G. L. c. 31, s. 18, as amended through St. 1947, c. 22), would have deprived the discharge notice of final effect and would have made impossible, before the discharge became final, an appeal to the Civil Service Commission under G. L. c. 31, s. 43 (b), as amended through St. 1948, c. 240, "within five days after receiving written notice of the decision of the appointing authority." In the absence of such an appeal to the commission, judicial review under G. L. c. 31, s. 43 (d), as amended through St. 1955, c. 407, s. 1, and s. 45, as amended through St. 1955, c. 407, s. 2, would also have been impossible. If it should be determined that there was a conditional withdrawal of the discharge notice, there thus would be basis for concluding that Chartrand was not barred from seeking seasonably relief by mandamus, merely because he had not exhausted his remedies under the statutes just cited.

(b) General Laws c. 31, s. 46A, as amended through St. 1959, c. 569, s. 5, requires that a petition for a writ of mandamus "for the reinstatement of any person alleged to have been illegally discharged . . . be filed . . . within six months next following such allegedly illegal discharge." See *Coyne v. City Manager of Cambridge*, 331 Mass. 270, 273. If this is a proper case for mandamus under s. 46A (see *Henderson v. Mayor of Medford*, 320 Mass. 663, 667-668), it may be that it was not brought seasonably,⁴ for the record suggests (although it does not establish) that Chartrand knew or should have known that his discharge was being treated as final and effective as early as a date shortly after the communication of the discharge notice to the director of civil service on May 19, 1960. If so, Chartrand was required to pursue any remedy he had under G. L. c. 31, s. 46A, within six months thereafter.

On the other hand, it may appear that Chartrand did not learn (and had no occasion to learn) that the discharge notice was being treated as final until within six months prior to filing this petition.

(c) Chartrand did no work at the registry after January 11, 1960. Certain documents in evidence indicate that he was on leave of absence without pay at least during the last ten months of 1960. As the registrar's brief suggests, any such leave of absence for over three months should have had the prior approval of the director of civil service as required by G. L. c. 31, s. 46E, as amended through St. 1951, c. 37. If there was no such approval, the question will arise whether Chartrand's failure to work operated as a termination of his employment. See *Ferrante v. Higgiston*, 296 Mass. 208, 209-210. See also *Dunn v. Commissioner of Civil Serv.* 279 Mass. 504, 509-510; *McKenney v. Dobbratz*, 315 Mass. 39, 41; Rep. A. G., Pub. Doc. No. 12, 1960, p. 34.

(d) In any event, it will be incumbent upon Chartrand, in order to obtain relief, to establish facts showing that at the time of filing this petition he was still entitled to be treated as an employee of the registry (and that he had not been transferred to some other State agency) and that the registrar was under a clear duty to reinstate him. See *Knights v. Treasurer & Recr. Gen.* 236 Mass. 336, 337. Cf. *Johnson v. District Attorney for the No. Dist.* 342 Mass. 212, 215.

4. What has already been said sufficiently indicates that the registrar's motion to dismiss should not have been granted.

Exceptions sustained.

GEORGE MICHAELS, for the petitioner.

WILLIAM F. LONG, JR., Assistant Attorney General,
for the respondent.

¹"The State Employees' Group Insurance Commission report for the month ending February 29, 1960, indicated that . . . [Chartrand] was 'Off February payroll pending . . . [approval] of empl.' Their report for the following month indicated that he was 'On leave w-o from 2-13-60.' The division of personnel and standardization listed Chartrand as of June 30, 1960, as on leave of absence. Records of the State Employees' Group Insurance Commission indicate that . . . [Chartrand] was retained on the rolls of the commission, for the purposes of coverage . . . throughout 1960. [It was stipulated by counsel that he received monthly notices to pay Blue Cross-Blue Shield and group insurance premiums through 1960.]

On January 6, 1961, the registry sent . . . [Chartrand] a form for conversion of his group life insurance coverage. . . . [A] notice, dated January 6, 1961, signed by the registrar, informed the division of civil service of . . . [Chartrand's] termination of employment, stating his last date of paid employment as January 11, 1960, and his services as terminated on January 15, 1960, following hearing."

²The record gives no satisfactory account of what, if anything, Chartrand did at the agency to which he was seeking transfer. The registrar denied an allegation in Chartrand's petition that the "application [for transfer] was not approved by the director of civil service on the ground that . . . [Chartrand] lacked sufficient knowledge of accountancy." The "personal service requisition" shows what appears to be a rubber stamp signature, "John E. Finnegan," director of personnel, under the word "Approved."

³Obviously, such an important matter as cancelling (either absolutely or conditionally) the discharge of a civil service employee for cause should not have been handled by telephone or orally. The applicable statutes (see G. L. c. 31, ss. 18 and 43, as amended) provide for precise, formal, written action at least in relation to other aspects of discharge. If such a matter was in fact dealt with orally, written confirmation of the oral action should have been made promptly.

⁴There was failure to invoke this remedy (still in part discretionary, see *Nichols v. Dacey*, 329 Mass. 598, 600) for a considerable period in a situation where applicable statutes obviously contemplate that relief from allegedly illegal official action shall be sought promptly. See *Bowe v. Secretary of the Commonwealth*, 320 Mass. 230, 239. Cf. *Hill v. Mayor of Boston*, 193 Mass. 569, 574; *Sears v. Treasurer & Recr. Gen.* 327 Mass. 310, 326-327.

COMMONWEALTH vs. RODOLPHE G. BESSETTE.

Suffolk. January 7, 1963. -- January 31, 1963.

Present: Wilkins, C.J., Spalding, Whittemore, Spiegel,
& Reardon, JJ.

Pleading, Criminal, Indictment. Perjury. Oath. Civil Service. Department of Public Works. State Administrative Procedure Act. Words, "Circumvention."

Report by Donahue, J., in criminal proceedings in the Superior Court.

WILKINS, C.J. The Director of the Division of Waterways in the Department of Public Works of the Commonwealth is the defendant in three indictments for perjury while testifying before the Commissioner of the department in a proceeding held pursuant to G. L. c. 31, s. 43 (a) (as amended through St. 1959, c. 569, s. 1). The defendant filed motions to quash which the judge has reported, without decision, on "important questions of law," stating, "I am of the opinion that there is grave doubt as to the authority of the Commissioner of Public Works to administer an oath in a proceeding under Section 43 of Chapter 31 of the General Laws and that there is further doubt as to whether the indictments set forth an offense with the particularity, definiteness and certainty required by law."

1. We first consider the issue of definiteness. Each indictment names a separate contract in respect of which allegedly false testimony was given. One indictment, typical of the others, is as follows:

"The jurors for the Commonwealth of Massachusetts on their oath present that on or about the second day of August in the year of our Lord one thousand nine hundred and sixty-one, in a proceeding in the course of justice, before Jack P. Ricciardi, Commissioner of the Department of Public Works of the Commonwealth of Massachusetts, the said Jack P. Ricciardi being the appointing authority of the said department, said proceeding being held pursuant to the provisions of Section Forty-Three, of Chapter Thirty-One, of the General Laws of the said Commonwealth, on an issue within the jurisdiction of said appointing authority, one Rodolphe G. Bessette was lawfully sworn as a witness. Whereupon it became and was material to said issue whether the said Rodolphe G. Bessette, as Director of the Division of Waterways in the Department of Public Works of the Commonwealth of Massachusetts, had any knowledge of the circumvention of Article Sixty-Five of the Standard Specifications of the Division of Waterways relative to work performed under Contract Number 2038, awarded on the first day of June in the year of our Lord one thousand nine hundred and sixty, by the Department of Public Works of the Commonwealth of Massachusetts to Malcolm G. Chace, the younger

of that name, and Arnold B. Chace, co-partners doing business as Marine Development Co., and to this the said Rodolphe G. Bessette, did wilfully and corruptly testify and say in substance and effect that he, the said Rodolphe G. Bessette, had no knowledge of such circumvention, all of his said testimony as above set forth being false, as he well knew."

The Commonwealth, on this issue, contents itself with stating that the indictment is in the statutory form for perjury under G. L. c. 268, s. 1¹ (see G. L. c. 277, s. 79), and in pointing out that this usually is sufficient as matter of criminal pleading. *Commonwealth v. Pentz*, 247 Mass. 500, 505, and cases cited. *Commonwealth v. Bracy*, 313 Mass. 121, 123. The defendant's argument goes beyond this. For one thing, he argues that "circumvention" has no clear definition in the context. The word "circumvent" has been defined in Webster's New International Dictionary (2d ed.) as "to gain advantage over by arts, stratagem, or deception; deceive; cheat; delude; get around," and in *Id.* (3d ed.) as "to overcome or avoid the intent, effect, or force of: anticipate and escape, check, or defeat by ingenuity or stratagem." Circumvention is nearly if not quite synonymous with fraud. 11 C. J. 769, n. 45 [a]. The indictment clearly charges an evasion of or getting around a numbered standard specification of the Division of Waterways on a definitely described contract. If further details were needed, they could be sought by a motion for a bill of particulars.² G. L. c. 277, s. 40. *Commonwealth v. Donoghue*, 266 Mass. 391, 397. *Persampieri v. Commonwealth*, 343 Mass. 19, 22.³

The defendant also asserts that the "knowledge or lack of knowledge of circumvention is not a fact, but only an opinion regarding certain facts." This claim falls of its own weight. The indictments charge that the defendant testified falsely that he had no knowledge of the fraudulent evasion of the specifications. See *United States v. Atkins*, Fed. Cas. 14,474 (D. C. Mass.), *Anderson*, Wharton's Criminal Law & Procedure, s. 1314. See also *Commonwealth v. Brady*, 5 Gray, 78, 79. This reasonably means that, notwithstanding the fact that he knew that there was cheating in the performance of the work, he falsely denied that he had knowledge of it.

2. Power to administer an oath is given to the Commissioner by the State Administrative Procedure Act. G. L. c. 30A, s. 12, inserted by St. 1954, c. 681, s. 1, which reads in part: "In conducting adjudicatory proceedings, agencies shall issue, vacate, modify and enforce subpoenas in accordance with the following provisions: -- (1) Agencies shall have the power to issue subpoenas requiring the attendance and testimony of witnesses and the production of any evidence . . . relating to any matter in question in the proceeding. Agencies may administer oaths . . ., examine witnesses, and receive evidence. . . ." In conducting this proceeding the Commissioner was an agency. G. L. c. 30A, s. 1 (2), inserted by St. 1954, c. 681, s. 1.⁴ The original brief of neither party referred to c. 30A, but pursuant to request of the court made during the arguments both parties have submitted supplemental briefs.

The defendant contends that the amendment of G. L. c. 30A, s. 1 (2), by St. 1959, c. 511,⁵ which added the Division of Civil Service to the list of those excluded from the scope of c. 30A, had the additional effect of excluding the hearing before the appointing authority under G. L. c. 31, s. 43 (a) (as amended through St. 1959, c. 569, s. 1),⁶ the decision in which is subject to affirmance or reversal by the Civil Service Commission under c. 31, s. 43 (b) (as amended through St. 1948, c. 240).⁷ We do not agree. There is no doubt that the hearing before the appointing authority in the case at bar was subject to c. 30A before the enactment of St. 1959, c. 511. An intent to exclude this function of the appointing authority from the provisions of the State Administrative Procedure Act cannot be inferred by a mere reference to the Division of Civil Service in the amendment.

3. The motions to quash should be denied.

So ordered.

WILLIAM D. QUIGLEY, Assistant Attorney General, for the Commonwealth.
GEORGE L. RABB, (Paul Levenson with him,) for the defendant.

¹"Whoever, being lawfully required to depose the truth in a judicial proceeding or in a proceeding in a course of justice, wilfully swears or affirms falsely in a matter material to the issue or point in question, or whoever, being required by law to take an oath or affirmation, wilfully swears or affirms falsely in a matter relative to which such oath or affirmation is required, shall be guilty of perjury. . . ."

²The defendant filed such motions, which were heard, and findings were reserved by the judge whose report is before us.

³Mass. Adv. Sh. (1961) 1059, 1061.

4"Agency" includes any department, board, commission, division or authority of the state government, or subdivision of any of the foregoing, or official of the state government, authorized by law . . . to conduct adjudicatory proceedings, but does not include the following: . . ."

5At the end of the definition of agency quoted in footnote, supra, was added as an exception, "the division of civil service."

6"Every person holding office . . . under permanent appointment in the official . . . service of the commonwealth . . . shall have unlimited tenure of office . . . subject to the provisions of this chapter and the rules made thereunder. He shall not be discharged, removed, suspended for a period exceeding five days, laid off, transferred from such office . . . without his consent, lowered in rank or compensation, . . . except for just cause and for reasons specifically given him in writing. Before any action affecting employment or compensation . . . the officer shall be given a full hearing before the appointing authority on the specific reason or reasons given . . ."

7"If within five days after receiving written notice of the decision of the appointing authority the person so discharged, removed, suspended . . . shall so request in writing, he shall be given a hearing before a member of the commission or some disinterested person designated by the chairman of the commission. . . . [T]he findings shall be reported forthwith to the commission for action. . . . If the commission finds that the action of the appointing authority was justified, such action shall be affirmed; otherwise, it shall be reversed . . ."

ARTHUR E. CUSHING vs. FIRE COMMISSIONER OF
BROOKLINE

Norfolk. January 7, 1963. -- February 6, 1963.

Present: Wilkins, C.J., Spalding, Whittemore, Spiegel,
& Reardon, JJ.

Civil Service. Fire Fighter, Municipal Corporations, Employees. Public Board.

Report by Pecce, J., of a suit in equity in the Superior Court.

SPIEGEL, J. This is a bill in equity brought under G. L. c. 231A for a "declaration as to the employment status of the plaintiff relative to the Fire Department of the Town of Brookline." The facts have been agreed and a judge of the Superior Court reported the case without decision.

The defendant, as fire commissioner of the town of Brookline, is the appointing authority for the Brookline fire department. In 1950, the plaintiff was appointed to the position of fire fighter in the department. The appointment was a permanent one and the position is subject to the provisions of G. L. c. 31.

On March 17, 1956, the plaintiff suffered a lumbosacral sprain while performing duties as a member of the department. On July 3, 1957, he was hospitalized at the suggestion of an orthopedic specialist to whom he had been referred by the department physician because of recurring "back pain," and was confined there until October 3, 1957. On September 4, 1957, the chief of the department notified the plaintiff in writing that the plaintiff's sick leave had ended on September 3, 1957; that he would be carried as on vacation until September 17, 1957; and that on September 18, 1957, his name would be removed from the payroll of the department. Under date of September 25, 1957, the chief of the department informed the plaintiff in writing that the plaintiff was on a "sick leave without pay" status.

Following the plaintiff's discharge from the hospital on October 3, 1957, he presented himself for duty on October 7, 1957, and on each Wednesday thereafter until notified by the chief of the department that he need not continue to report. The plaintiff was not restored to duty, despite requests for restoration made to the defendant in November, 1957, January, 1958, and February, 1958. On January 6, 1958, the plaintiff presented to the defendant a certificate from a hospital official stating that "[t]he physician in charge of your case states there is no contra-indication to your returning to work at the present time." The records of the department indicate that the plaintiff at no time requested, or was granted, a leave of absence.

On July 6, 1958, and again on December 22, 1958, the plaintiff requested the defendant to apply to the Director of Civil Service for approval of his reinstatement under G. L. c. 31, s. 46C. The defendant refused to do so whereupon the plaintiff himself requested the Director of Civil Service to approve his reinstatement under that statute. Ultimately, the Director of Civil Service refused the requested approval and the plaintiff appealed to the Civil Service Commission. On March 16, 1960, the commission unanimously rendered a final vote reading in part: "Voted: . . . To reverse the action of the Director and to render a decision that the reinstatement of Arthur E. Cushing to the position of Firefighter in the Brookline Fire Department be approved, and the Director shall make this decision a matter of record in the Division of Civil Service." On March 19, 1960, the defendant was notified by the commission of this vote but refused to reinstate the plaintiff.

The plaintiff's position of fire fighter in which he actively served prior to July 3, 1957, has not been filled since that date. However, on March 28, 1960, an appointment was made by the defendant of a person to the position of fire fighter in the department to replace another fire fighter who had left the service of the department. The number of fire fighters in the department is not fixed by any by-law, rule or regulation but is within the discretion of the defendant.

The plaintiff contends that he never was separated from his position as fire fighter, either before October 7, 1957, or after that date. Although the element of time alone is not the decisive factor in determining "separation from service" this court has held that the absence from duty for three months due to illness constitutes such a "separation" of one protected by the civil service law. *Dunn v. Commissioner of Civil Serv.* 279 Mass. 504, 509-510. The actions of the parties themselves, since July, 1958, indicate that they conceived the dispute to be one of "reinstatement" of the plaintiff to a position from which he had been "separated." The plaintiff's invocation of G. L. c. 31, s. 46C, as amended through St. 1947, c. 373, s. 2, which provides for the reinstatement of employees "separated from the . . . service" is evidence that the plaintiff no longer considered himself a member of the department.

It follows that, if the plaintiff is to be reinstated to his former position, it must be because of the decision of the Civil Service Commission pursuant to G. L. c. 31, s. 46C. The defendant takes the position that this decision is "invalid" for lack of compliance with G. L. c. 31, s. 2 (b), as amended through St. 1945, c. 725, s. 1, which section imposes certain duties on the commission and provides "that no decision or action of the director shall be reversed or modified . . . except by three affirmative votes of the commission, and in each case the specific reasons therefor shall be stated in the records of the proceedings of the commission . . ." (emphasis supplied). The defendant argues that, since the commission's vote did not refer to any "specific reasons" for the action taken, the vote must be set aside. This argument

reads too much into the statute. General Laws c. 31, s. 2 (b), requires only that the "reasons" for the decision appear in the "records of the proceedings of the commission," not that they be referred to in the draft of the final vote taken. As nothing appears in the record before us to imply that the proceedings before the commission were defective, we will presume in favor of the regularity of the proceedings. See *Co-Ray Realty Co. Inc. v. Board of Zoning Adjustment of Boston*, 328 Mass. 103, 108.

The remaining question concerns the effect that must be given to the vote of the Civil Service Commission that the "reinstatement" of the plaintiff "be approved." In *Caulfield v. Fire Commr. of Brookline*, 336 Mass. 569, 572, this court found it "unnecessary to decide whether mere 'approval' by the commission of his [petitioner's] reinstatement would require the respondent to reinstate him if the respondent decided not to fill any existing vacancy or if there were no vacancy to which the petitioner could be appointed . . . or whether the petitioner would then be merely eligible for reinstatement if a vacancy should later occur or should be later filled." General Laws c. 31, s. 46C, more fully set out in the margin, supra, contains the provision: "If the separation from service of such an officer or employee was due to illness, and the appointing authority fails to make a request for reinstatement upon demand of such officer or employee, the officer or employee may make a request for a hearing before the director. In either case, the director shall forthwith hold a hearing, hear all parties concerned, and render his decision." Unless this provision of the statute is to be deemed of "no force or effect," *Gillam v. Board of Health of Saugus*, 327 Mass. 621, 623, the appointing authority cannot ignore the decision of the director or of the commission. The clear implication of the quoted section is that the judgment or action of the appointing authority may be reversed by the director, after a hearing, or by the commission, on appeal.

To compel the appointing authority to create a vacancy or to fill a present vacancy may impede a bona fide economy measure and unduly interfere with municipal executive officers. At the very least, however, the statute must be interpreted to grant the commission the right to order the plaintiff appointed to the first vacancy in the same class filled after the commission's decision. On March 28, 1960, after the defendant had notice of the decision of the Civil Service Commission, he appointed another individual to a vacancy in the position of fire fighter in the department. It follows that the plaintiff is entitled to reinstatement as of that date. A declaratory decree is to be entered in accordance with his opinion.

So ordered.

JOSEPH J. HURLEY, (Henry P. Crowley with him,) for the plaintiff.
DANIEL G. ROLLINS, (Phillip Cowin, Town Counsel, with him,) for the defendant.

¹The section as so amended reads in part as follows: "An . . . employee . . . of any city or town who has been separated from the official or labor service for any reason other than . . . [exceptions not here pertinent] may, upon the request of the appointing authority and with the approval of the director, be reinstated in the same position or in a position in the same class and grade as that formerly held by him. If the director fails to approve the reinstatement of such officer or employee within thirty days after the request of the appointing authority, the appointing authority or such officer or employee may make a request for a hearing before the director. If the separation from service of such an officer or employee was due to illness, and the appointing authority fails to make a request for reinstatement upon demand of such officer or employee, the officer or employee may make a request for a hearing before the director. In either case, the director shall forthwith hold a hearing, hear all parties concerned, and render his decision."

ROBERT J. LYNES vs. BOARD OF SELECTMEN OF MILTON
& OTHERS.

Suffolk. April 2, 1963. -- May 6, 1963.

Present: Wilkins, C.J., Spalding, Cutter, Kirk, & Spiegel, JJ.

Civil Service.

Case heard in the Superior Court by Tauro, J.

SPALDING, J. In this petition for mandamus the petitioner seeks to compel the board of selectmen of the town of Milton (board), the Commissioners of Civil Service, and the Director of Civil Service (director) to restore him to his position as permanent patrolman of the town. There being no dispute as to the facts, the case was submitted on the pleadings and documentary evidence. The judge rendered a brief written decision in which, after setting forth his rulings, he ordered the petition dismissed. From this order the petitioner appealed. G. L. c. 213, s. 1D, inserted by St. 1943, c. 374, s. 4, as amended by St. 1957, c. 155.

Pursuant to a requisition from the board to the director, the latter, on January 31, 1962, certified the names of the petitioner and Brendan T. Fallon as eligible for appointment to the position of police officer of the town. The petitioner was certified as number one on the list. By a letter dated February 1, 1962, the board notified the petitioner that he had been appointed to the office of patrolman to serve from February 8, 1962, and he was requested to report to the town clerk whether or not he was willing to serve. On February 2, 1962, the petitioner reported to the town clerk, who administered the oath of office to him and stamped and signed the appointment form, which was the customary procedure in the town with respect to all appointments.

On February 7 the petitioner, at the request of the chief of police of the town, went to the latter's office and was told not to report for work on February 8, as he (the chief) had been instructed by the chairman of the board to inform the petitioner that his appointment had been rescinded. The petitioner, nevertheless, reported for work on February 8, but was told by the chief that he would not be put to work. On February 16, the petitioner received a formal notification in writing from the board that his "tentative appointment" as police officer had been rescinded.

On February 19, 1962, the board returned to the director an executed form entitled "Authorization of Employment" which contained the names of both the petitioner and Brendan T. Fallon, but the petitioner's name had been crossed out. Accompanying the form was a letter from the board to the director stating that the board had appointed Fallon, as they believed

that "he is the more qualified of the two on the list."

At no time was notice of the appointment of the petitioner given to the director within two weeks of the certification of names to the selectmen as required by Civil Service Rule 11 (2).¹ There was no evidence that the director exercised his discretion under Rule 11 (2) with respect to the petitioner by extending the term of the certification or ratifying the appointment made from such certification. The judge ruled that there was "never a completed and valid appointment of the Petitioner because no notice of appointment was ever given to the . . . [director] as required by said Rule 11 [cl. 2] of the Rules of [the] Civil Service Commission." He further ruled that the "[p]etitioner was never actually employed under a valid appointment as required under Rule 15" which reads, "No person shall be regarded as appointed within the requirement of these rules unless he accepts the position and is actually employed within thirty days from the date of receipt of notice of appointment."

There was no error.

The petitioner argues that he was entitled to the protection of G. L. c. 31, s. 20D, which restricts to some extent the right of removal of employees during the probationary period of employment.² We do not agree. Before s. 20D becomes operative there must be a valid appointment. Certification is a prerequisite to such an appointment, and such certification must comply with the statute and the rules of the Civil Service Commission. G. L. c. 31, s. 15. Rule making power is granted to the commission by G. L. c. 31, s. 3 (1), and these rules have the force of law. *Attorney Gen. v. Trehy*, 178 Mass. 186, 188. *Skold v. Chief of Fire Dept. of Cambridge*, 266 Mass. 513. *Kenney v. McDonough*, 315 Mass. 689, 693.

Unless the board, the appointing authority,³ complied with Rule 11 (2) the certification is void and the appointment never became effective. See *Hartigan v. Civil Serv. Commrs.* 252 Mass. 323; *Ferrante v. Higgiston*, 296 Mass. 208; *Kenney v. McDonough*, 315 Mass. 689, 693. The petitioner contends that Rule 11 (2) is not applicable to this case because the appointing authority failed to comply with G. L. c. 31, s. 18, which provides that "Every appointing authority shall report in writing forthwith to the director any appointment . . . of any person within the official or labor service." These two provisions are not inconsistent. The failure of the appointing authority to comply with s. 18 does not require that the director waive the requirements of Rule 11 (2).

Since the selectmen failed to notify the director as required by Rule 11 (2) there was no valid appointment and the petitioner acquired no rights under G. L. c. 31, s. 20D.

Order dismissing petition affirmed.

WILLY NORDWIND, JR. for the petitioner.

JAMES J. KELLEHER, Assistant Attorney General, for the Director of Civil Service & others.

JOHN J. MURRAY, Town Counsel, for the Board of Selectmen of Milton.

¹The relevant portions of Rule 11 (2) provide that "Unless an appointing officer shall, within two weeks of any certification of names to him by the Director, make and notify the Director of an appointment from the names certified, the certification shall become void; provided, however, that the Director, in his discretion, may limit or extend the term of any certification, or ratify any appointment made from such certification."

²Section 20D, which by s. 48 is applicable to police officers, provides in part, "If the conduct or capacity of a person serving a probationary period under an appointment in the official service or labor service, or the character or quality of the work performed by him, is not satisfactory to the appointing authority, he may, at any time after such person has served thirty days and prior to the end of such probationary period, give such person a written notice to that effect, stating in detail the particulars wherein his conduct or capacity or the character or quality of his work is not satisfactory, whereupon his service shall terminate. The appointing authority shall at the same time send a copy of such notice to the director. In default of such a notice, the appointment of such person shall become permanent upon the termination of such period."

³Appointing officer as used in Rule 11 (2) includes the Board of Selectmen of a town. G. L. c. 31, s. 1.

DOROTHY M. ALBERNAZ & OTHERS vs. CITY OF FALL RIVER
& OTHERS.

Bristol. May 6, 1963. -- July 2, 1963.

Present: Wilkins, C.J., Spalding, Cutter, Spiegel, & Reardon, JJ.

Estoppel. Public Welfare. Civil Service. Municipal Corporations, Employees.

Suit heard in the Superior Court by Smith, J.

SPALDING, J. This is a petition in equity under G. L. c. 31, s. 47E, to enforce certain provisions of the civil service laws. At least two of the petitioners are taxable inhabitants of the city of Fall River (city), and all petitioners hold permanent positions in the department of public welfare of the city.

The case was submitted on the pleadings, which in essence amounted to a case stated. On December 11, 1951, the city accepted the provisions of G. L. c. 31, s. 47E, which provides that welfare employees of cities and towns shall be paid certain step rate increases for each year of service.¹ On January 1, 1952, the Director of Civil Service, with the approval of the welfare compensation board, established a welfare compensation plan which provided minimum and maximum salaries for welfare employees and set forth a table of annual step rate increases in salary beginning with the prescribed minimum and continuing until the maximum salary had been reached.

Subsequent to the formulation of the basic welfare compensation plan in 1952 four amendments to the plan were adopted, taking effect in 1957, 1959, 1960, and 1961, respectively. Each amendment increased the prescribed minimum and maximum salaries to be paid to welfare employees, and provided for annual step rate increases. After each amendment to the basic plan, the city readjusted its salary scale but did not credit the workers with the step rate increases earned under the prior plans. Under this system, as we understand it, the employee received the new minimum if this amount exceeded his prior salary. If his prior salary exceeded the new minimum he continued to be paid this salary and would thereafter receive annual increases based on this amount until the new maximum was reached.

In 1959, an enforcement proceeding similar to the present was commenced by one Berube and others, and the Superior Court in its final decree ordered that after the adoption of each amendment to the compensation plan the petitioner-employees were entitled to receive the new minimum plus the step rate increases earned under the basic plan as amended. The city adjusted the salaries of the employees in accordance with that

decree and the Berube litigation terminated without appeal.

This petition was brought in February of 1962, and in May of that year the court entered a decree ordering that the petitioners' salaries "be re-established by adding thereto the increments earned to date by being advanced to that median or compensation grade established by the several Amended Welfare Compensation Plans which are similar or comparable to their own"

The case comes here as a result of our holding today that a petition by the city for leave to appeal late under G. L. c. 214, s. 28, as amended through St. 1960, c. 207, s. 2, from the final decree was properly allowed. Ante, p. .

The petitioners argue that the decree in the Berube case allowing certain employees to benefit from the increments earned under previous compensation plans estops the city from relitigating the same issue of law in this proceeding. Even though the petitioners were not parties or privies to the prior proceeding, they urge that the doctrine set forth in *Giedrewicz v. Donovan*, 277 Mass. 563, should be extended to permit them to use the Berube adjudication offensively against the respondent. In the *Giedrewicz* case this court held that a determination in an earlier action, where the sole issue was negligence, that an employer was not liable because his employee was not negligent estopped the plaintiff from asserting a claim against the employee based on the latter's negligence. The rule of the *Giedrewicz* case was followed in *Silva v. Brown*, 319 Mass. 466, 469.

Recent decisions in other courts show a growing tendency to extend the doctrine of collateral estoppel in cases where it is sought to use a prior judgment defensively against a plaintiff. *Eisel v. Columbia Packing Co.* 181 F. Supp. 298 (D. Mass.), and authorities collected at page 300. The rationale of this trend has been well stated by Wyzanski, J. in the *Eisel* case, *supra*: "Instead of such wooden tests [mutuality of estoppel and technical privity], inquiries should be made as to whether plaintiff had a fair opportunity procedurally, substantively and evidentially to pursue his claim the first time. And, many courts also believe it is appropriate to inquire whether the second defendant has such a factual relationship to the first defendant that it is equitable to plaintiff to give the second defendant the benefit of the first defendant's victory. In the case at bar there is nothing inequitable in defendant invoking the doctrine of collateral estoppel. . . . [The plaintiff] has had his day in court on the issue in a forum of his own choosing and against a party of his own choosing who was closely related to the present defendant." P. 301.

But rarely, if ever, has a court allowed a stranger to the first action to use a judgment offensively, as distinguished from defensively, against a party who did not initiate the prior litigation. See comment, 65 Harv. L. Rev. 818, 862-865; Note, 2 Boston College Ind. & Com. L. Rev. 164; Currie, *Mutuality of Collateral Estoppel: Limits of the Bernhard Doctrine*,

9 Stan. L. Rev. 281. Judicial reluctance in allowing strangers to so use an earlier judgment is based on principles of fairness. A decision allowing these petitioners to make use of the Berube decree offensively might result in injustice to the city. For example, the city, unaware that strangers to the proceedings would seek to use that judgment offensively in subsequent proceedings, may have foregone its right to appeal after determining that the costs and inconvenience of appeal exceeded the costs of satisfying the decree. Or there might have been other reasons, equally good, on which its failure to appeal was based.

The petitioners urge that they should have the benefit of the favorable decree in the Berube suit because they are also welfare employees of the city of Fall River. See Restatement: Judgments, s. 86. Without deciding whether the petitioners would be able to benefit from the adjudication in the Berube case if that were a class suit, it is sufficient to say that it was not a class suit; the petitioners in that case did not act or purport to act as representatives of all employees similarly situated. No averment is made in this petition that the petitioners in the Berube petition alleged that "all the persons whom they profess[ed] to represent . . . [had] a common interest in the subject matter of the suit and a right and interest to ask for the same relief against the defendants." *Spear v. H. V. Greene Co.* 246 Mass. 259 at 266. Compare *Brucato v. Lawrence*, 338 Mass. 612, 613, where civil service employees of a department of a city alleged that the bill for declaratory relief was brought on behalf of themselves and all other employees of the department.

The petitioners concede that if the amendments to the basic plan are construed "strictly or literally, the . . . employees would not be entitled to the new minimum plus the annual step-rate increments already earned under the old minimum." It may be, as the petitioners suggest, that under the literal interpretation of the amendments there would be instances where junior employees would be receiving the same salaries as seniors in the same classification, and that "many Seniors would have to work more years than the Juniors in order to reach their maximum." But the construction urged by the petitioners, however desirable as a matter of policy, stretches the wording of the amendments beyond permissible limits. This is not a case where a literal construction of the amendments would thwart the legislative purpose or would be absurd. See *Commissioner of Corps. & Taxn. v. Boston Ins. Co.* 328 Mass. 641, 646.

Practical considerations favor our construction of the amendments. A municipality, which "must include in the budget the sums necessary to pay the permanent force of employees, or must take lawful action to reduce either the force or the wages" (*Barnard v. Lynn*, 295 Mass. 144, 147), should not have to speculate as to its financial obligations to its employees. Legislative or administrative action imposing financial obligations on a city or town should be clear and precise. The construction of the amendments urged by the city does not work undue hardship on the petitioners.

Under a recent enactment the present question cannot arise.² Henceforth the petitioners and those similarly employed will be entitled to be paid in accordance with the construction here urged. But the amendment by its terms operates prospectively and has no application to the plans under consideration. Section 47E prior to the 1962 amendment did not purport to regulate the step rate increases, but left those matters to be "fixed by the board" referred to in s. 47D. The plans established by the board, as we have held, cannot fairly be construed to be the equivalent of the 1962 amendment.

The final decree is reversed and a new decree is to be entered dismissing the petition.

So ordered.

JOHN T. FARRELL, JR., Assistant Corporation Counsel, for the respondents.
H. WILLIAM RADOVSKY for the petitioners.

¹Section 47E at times here material read: "Persons holding positions referred to in section forty-seven C shall be given an annual step-rate increase, to be set forth in the compensation plan established under section forty-seven D, on the first day of July following the anniversary of the date of their receiving the minimum salary for the position which they hold, but such increase shall not entitle such persons to any change of rating or increased authority. Such increase shall be fixed by the board referred to in section forty-seven D and shall be paid annually until the maximum salary set forth in the compensation plan established under section forty-seven D for the positions so held has been reached. The superior court, upon suit by the attorney general or petition of one or more taxable inhabitants of a city or town in which it is alleged that the provisions of this section or sections forty-seven C and forty-seven D are not enforced, may, in law, or equity, enforce said sections."

²Statute 1962, c. 579, s. 2, reads: "Each person holding any such position who prior to the effective date of this act is receiving compensation below the maximum compensation set forth in the plan shall, commencing with the effective date of this act be paid a rate which is not less than the minimum set forth in the plan plus one increment for each year of service in the position held by such person; and each such person who prior to the effective date of this act received maximum compensation in accordance with the rate established in the compensation plan shall,

commencing with the effective date of this act, be paid the maximum set forth in said compensation plan for the position held by such person. Each person holding any such position who prior to the effective date of this act has been employed by any city or town in any such position for at least five years shall, commencing with the effective date of this act, be paid the maximum salary set forth in said compensation plan for the position held by such person."

WILLIAM BISHOP & OTHERS vs. CITY OF FALL RIVER
& OTHERS.

Bristol. May 6, 1963. -- July 2, 1963.

Present: Wilkins, C.J., Spalding, Cutter, Spiegel, & Reardon, JJ.

Res Judicata. Estoppel. Public Welfare. Civil Service. Municipal Corporations, Employees.

Suit heard in the Superior Court by Smith, J.

SPALDING, J. This is a petition in equity under G. L. c. 31, s. 47E, to enforce certain provisions of the civil service laws. At least two of the petitioners are taxable inhabitants of the city of Fall River (city) and all the petitioners hold permanent positions in the city.

The case was submitted on agreed facts: On December 11, 1951, the city accepted the provisions of G. L. c. 31, s. 47E, which provides that welfare employees of cities and towns shall be paid certain step rate increases for each year of service.¹ On January 1, 1952, the Director of Civil Service, with the approval of the welfare compensation board, established a welfare compensation plan, which provided minimum and maximum salaries for welfare employees and set forth a table of annual step rate increases in salary beginning with the prescribed minimum and continuing until the maximum salary had been reached.

Subsequent to the adoption of the basic welfare compensation plan in 1952, two amendments to the plan were adopted, to become effective in 1957 and 1959, respectively. Each amendment increased the prescribed minimum and maximum salaries to be paid to welfare employees. After each amendment to the basic compensation plan, the city readjusted its salary scale but did not credit the workers with the step rate increases earned under the prior plans.

In 1957 a petition was brought by certain employees in the public welfare department of the city, and the Superior Court in its final decree ordered that after the adoption of each amendment to the compensation plan the petitioner-employees were entitled to receive the new minimum plus the step rate increases earned under the prior plan. The city adjusted the salaries of the employees in accordance with that decree and the litigation terminated without appeal. Three of the petitioners in the present case were parties to the prior litigation. A similar petition was brought in 1959 by one Berube and others, and in 1961 the Superior Court, relying on the decision in the 1957 case, ruled in favor of the employees. No appeal was taken from the decree in that case. None of the petitioners in the present proceeding was a party to the Berube proceeding.

The petition here was brought in April of 1962 and in August of that year the court entered a decree ordering that the petitioners' salaries "be re-established by adding thereto the increments earned to date by being advanced to that median or maximum compensation grade established by the Amended Compensation Welfare Plans which are similar or comparable to their own. . . ." From this decree the city appealed.

Three of the petitioners here who were parties to the 1957 proceeding contend that the favorable decree in that litigation is res judicata and, therefore, the city is concluded by the court's previous construction of the 1957 amendment to the plan. We do not agree.

The question presented in this proceeding is purely a question of law. Hitherto, this court has not had occasion to consider the application of res judicata to matters of law when such application would treat members of the same class differently. Restatement: Judgments (1948 Supp.), s. 70, comment f provides, in part, that the "determination of a question of law by a judgment in an action is not conclusive between the parties in a subsequent action on a different cause of action, even though both causes of action arose out of the same subject matter or transaction, if it would be unjust to one of the parties or to third persons to apply one rule of law in subsequent actions between the same parties and to apply a different rule of law between other persons." We are of opinion that this principle is controlling. Assuming that this proceeding arises "out of the same subject matter or transaction," the city, in this separate and distinct cause of action to enforce a subsequent amendment to the plan, should not be bound by the prior decree that adjudicated the petitioners' rights under the 1957 amendment. Such a decision would result in the employees who were parties to the prior litigation receiving higher compensation than their fellow workers who were similarly situated. The injustice to these workers who were strangers to the prior proceeding is obvious.

All five petitioners argue that the decision in the Berube case in 1961 (to which they were not parties) estops the city to contest the issues of law decided in that proceeding. In support of this position the petitioners rely on the case of Giedrewicz v. Donovan, 277 Mass. 563. This argument has been fully discussed and rejected in the case of Albernaz v. Fall River, ante, .

In this court the petitioners have relied solely on res judicata and collateral estoppel and have not argued the question of the construction of the amendments. However, as to that question our decision in Albernaz v. Fall River, ante, , is controlling.

The final decree is reversed and a new decree is to be entered dismissing the petition.

So ordered.

JOHN T. FARRELL, JR., Assistant Corporation Counsel, for the respondents.
PHILIP GOLTZ for the petitioners.

¹Section 47E at times here material read: "Persons holding positions referred to in section forty-seven C shall be given an annual step-rate increase, to be set forth in the compensation plan established under section forty-seven D, on the first day of July following the anniversary of the date of their receiving the minimum salary for the position which they hold, but such increase shall not entitle such persons to any change of rating or increased authority. Such increase shall be fixed by the board referred to in section forty-seven D and shall be paid annually until the maximum salary set forth in the compensation plan established under section forty-seven D for the positions so held has been reached. The superior court, upon suit by the attorney general or petition of one or more taxable inhabitants of a city or town in which it is alleged that the provisions of this section or sections forty-seven C and forty-seven D are not enforced, may, in law, or equity, enforce said sections."

EXTENSIONS OF CIVIL SERVICE

Extensions of civil service were as follows:

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
All Cities Such Towns as have accepted the Classified Official Service School Traffic Supervisor, Female	St. 1963, c. 162	564
Boston, Hospital Department, Long Island Hospital Division, Attendant Nurses	St. 1963, c. 220	120
Brockton, Superintendent of Sewer Department	St. 1963, c. 138	1
Chelsea, Chief of the Fire Department	St. 1963, c. 84	1
Chicopee, Superintendent of Sanitation Department	St. 1963, c. 337	1
Dartmouth, Janitors of School Buildings	G. L., c. 31, s. 47B.	19
Dracut, Position of Patrolman	St. 1963, c. 10	4
New Bedford, Director of Civil Defense	Executive Order No. 42, as amended	1
North Andover, Janitors of School Buildings	G. L., c. 31, s. 47B.	8
Taunton, Director of Civil Defense	Executive Order No. 42, as amended	1
Truro, Police Force - Chief of Police	G. L., c. 31, s. 48	<u>7</u>
The total number of persons taken under civil service by the preceding extensions:-		727

EXTENSIONS OF CIVIL SERVICE

TEN YEAR SUMMARY

<u>Year</u>	<u>Number Affected</u>
1963	727
1962	234
1961	81
1960	93
1959	45
1958	201
1957	235
1956	351
1955	104
1954	436

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1962 December				
1	Assistant Supervisor of Research and Statistics, Corporations and Taxation	State	Planning and Research Bureau, Administrative Services Division, Corporations and Taxation	1
1	Senior Clerk-Stenographer	State	Education	89
1	Senior Chemist	State	Biologic Laboratories, Institute of Laboratories, Public Health	1
1	Junior Accountant	State	Public Works	41
1	Assistant Civil Engineer	State	Waterways Division, Public Works	74
1	Institution Chief Power Plant Engineer, Grade D	State	Lyman School for Boys, Youth Service	13
1	Physical Therapist	Boston	City Hospital, Hospital	2
1	Social Worker	Boston	City Hospital, Hospital	10
1	Statistical Machine Operator	Boston	Welfare	8
1	Senior Clerk-Typist	Chelsea	Auditing	4
1	Incinerator Fireman	Dedham	Public Works	4
1	Medical Record Librarian	Fall River	General Hospital	4
1	School Physician	Fall River	Health	1
1	Public Health Nurse	Haverhill	Health	4
1	Assistant Building and Elevator Inspector	Holyoke	City Engineering	7
1	Electrician, Sewer Department	Lynn	Sewer	4
1	Assistant Code Enforcement Inspector	Malden	Code Enforcement	9
1	Bookkeeping Machine Operator, Welfare Department	Malden	Welfare	3
1	Pre-School Conference Clinician	Newton	Health	1
1	Inspector of Slaughtering and Provisions	Northampton	Health	8
1	Telephone Operator and Senior Clerk-Typist	Peabody	Josiah B. Thomas Hospital	11
1	Telephone Operator	Pittsfield	Fire	20
1	Assistant Dietitian	Quincy	City Hospital	1
1	School Dentist	Salem	Health	1
1	Senior Clerk-Typist	Salem	School	4

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1962 December				
1	Senior Clerk-Stenographer	Shrewsbury	Highway and Public Buildings	1
1	Electric Water Pumping Station Operator	West Springfield	Water	1
1	School Nurse	Woburn	School	11
1	Principal Medical Technologist	Worcester	City Hospital	1
8	Statistical Machine Operator (Key Punch Operator)	State	Comptroller's Bureau, Administration and Finance	6
8	Statistician	State	Planning and Research Bureau, State Taxes Division, Corporations and Taxation	4
8	Hospital Technician	State	Massachusetts Correctional Institution (Bridgewater)	1
8	Industrial Instructor (Auto Plate Shop)	State	Correction Massachusetts Correctional Institution (Walpole)	4
8	Assistant Director of Communicable Diseases	State	Public Health	2
8	Orthopedic Physiotherapist	State	Public Health	5
8	Junior Chemist	State	Biologic Laboratories, Institute of Laboratories, Public Health	5
8	Supervising Tuberculosis Field Nurse	State	Sanatoria and Tuberculosis Control Division, Public Health	4
8	Statistical Machine Operator	Boston	Health Division, Health	2
8	Junior Chemist	Boston	Medical Services Section, Health	1
8	Supervisor of Volunteer Services (Pediatrics)	Boston	City Hospital, Hospital	1
8	Principal Clerk	Attleboro	Auditing	1
8	Cashier	Arlington	School	5
8	Assistant Superintendent of Parks	Brookline	Park	9
8	Junior Building Custodian	Burlington	School	12
8	Public Health Nurse	Everett	Health	7
8	Meter Reader and Water Inspector and Laborer	Leominster	Water	2
8	Fire Chief	Ludlow	Fire	7

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1962				
December				
8	Cashier	Newton	School	2
8	Laboratory Technician	Peabody	Josiah B. Thomas Hospital	2
8	Cashier	Peabody	Municipal Light	6
8	Park Policeman	Pittsfield	Parks and Recreation	7
8	School Cafeteria Manager	Quincy	School	5
8	Cemetery Foreman (General)	Salem	Cemetery	2
8	Water Meter Reader	Winthrop	Water	2
8	Senior Planner, Grade 4	Worcester	Planning	1
8	Assistant Buyer	Worcester	Purchasing	4
27	Assistant Recreation Leader (Seasonal)	Statewide	All	610
27	Recreation Leader (General) (Seasonal)	Statewide	All	448
27	Leader of Recreational Handcraft (Seasonal)	Statewide	All	39
27	Leader of Recreational Athletics (Seasonal)	Statewide	All	50
27	Social Worker	Statewide	Welfare	471
27	Welfare Worker	Statewide	Welfare	53
1963				
January				
5	Correction Officer	State	Correction	250
5	Principal Clerk	State	Community School Lunch Programs, Education	5
5	Guard	State	Cushing Hospital, Mental Health	13
5	Laboratory Assistant	State	Biologic Laboratories Division, Institute of Laboratories, Public Health	4
5	Public Health Nursing Advisor (Specialist) (Mental Retardation)	State	Maternal and Child Health Services Division, Public Health	3
5	Head Occupational Therapist	State	Lemuel Shattuck Hospital, Public Health	1
5	Supervising X-Ray Technician	State	Lemuel Shattuck Hospital, Public Health	4
5	Social Worker	State	Child Guardianship Division, Public Welfare	167

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January				
5	Senior Archives Assistant	State	Secretary of the Commonwealth	9
5	Elevator Inspector	Boston	Building	2
5	Assistant Supervisor of Physical Therapy, Hospital Department	Boston	City Hospital, Hospital	1
5	Supervisor of Incineration	Boston	Sanitary Division, Public Works	1
5	Incinerator Electrician	Boston	Public Works	2
5	Accounting Machine Operator	Boston	Retirement	1
5	Cafeteria Attendant	Boston	School	208
5	Senior Civil Engineer-ing Draftsman	Boston	Traffic and Parking	2
5	School Physician	Arlington	School	2
5	Building Inspector	Burlington	Building	1
5	Vision and Hearing Tester	Gardner	Health	1
5	Child Welfare Nurse	Lawrence	Health and Charities	9
5	Superintendent of Cemeteries	Lowell	Cemetery	7
5	Senior Account Clerk	Melrose	Public Works	3
5	Vision and Hearing Tester	Newton	Health	1
5	School Physician	Springfield	Health	1
5	Time and Construction Clerk	Springfield	Streets and Engineering	14
5	Accountant	Springfield	Welfare	6
5	Watchman, Belmont Home	Worcester	Welfare	14
12	Senior Library Assistant	State	All	9
12	Senior Clerk-Stenograph-er	State	Milk Control Commission, Agriculture	11
12	Stable Foreman	State	Metropolitan District Commission	7
12	Laboratory Assistant	State	Serological Laboratories, Diagnostic Laboratories Division, Public Health	2
12	Junior Bacteriologist	State	Sanitary Engineering Division, Public Health	7
12	Supervisor of Speech Therapy	State	Lemuel Shattuck Hospital, Public Health	1
12	Physiotherapist	State	Public Health	6
12	Inhalation Equipment Technician	Boston	City Hospital, Hospital	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January 12	Assistant Electrical Engineer	Boston	Engineering Division, Public Works	6
12	Electrician and Wire Inspector	Beverly	Electric	1
12	Telephone Operator	Cambridge	School	9
12	Electrician and Assistant Inspector of Wires	Malden	Inspector of Wires	3
12	Sealer of Weights and Measures	Melrose	Weights and Measures	2
12	Water Meter Reader and Water Meter Repairman	Norwood	Public Works	3
12	Senior Clerk-Typist	Springfield	Streets and Engineering	19
12	Building Inspector	Waltham	Building	1
12	Statistical Machine Operator	Worcester	Auditing	2
12	General Park Foreman	Worcester	Parks and Recreation	12
12	Building Inspector	Worcester	Public Works	14
19	Watchman	State	All	61
19	Tax Examiner	State	Inheritance Tax Bureau, State Taxes Division, Corporations and Taxation	25
19	Correction Social Worker	State	Correction and Parole Board	36
19	Supervising Transportation Analyst, Massachusetts Transportation Commission	State	Massachusetts Transportation Commission	11
19	General Construction Inspector, M.D.C.	State	M.D.C., Park Engineering	103
19	Sewage Treatment Plant Maintenance Mechanic	State	M.D.C., Sewerage	11
19	Laboratory Technician	State	Maternal and Child Health Services Division, Public Health	1
19	Chief Bacteriologist	State	Pondville Hospital, Public Health	1
19	District Sanitarian	State	Sanitary Engineering Division, Public Health	12
19	Supervising Physiotherapist	State	Lemuel Shattuck Hospital, Public Health	3
19	Senior Statistical Clerk	State	Westfield State Sanatorium, Public Health	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January 19	Statistical Machine Operator	State	Public Works	7
19	Laboratory Assistant (General Clinical)	Boston	City Hospital, Hospital	2
19	Senior Clerk-Stenographer	Cambridge	Health	6
19	Park Policeman	Fall River	Park	16
19	Chief Power Plant Engineer	Haverhill	Hospital	2
19	Dispatcher	Holyoke	Water	3
19	Town Engineer	Methuen	Selectmen's	2
19	Water Meter Reader	Newton	Water	3
26	Hearing Stenographer	State	Conciliation and Arbitration Board, Labor and Industries	5
26	X-Ray Technician	State	Hospital and Sanatoria, Public Health	4
26	Laboratory Assistant (Mycology)	State	Diagnostic Laboratories Division, Institute of Laboratories, Public Health	1
26	Assistant Director of Cancer and Chronic Diseases	State	Public Health	1
26	Junior Civil Engineer	State	Public Works	645
26	Park Superintendent	State	State Beach Reservation, Public Works	12
26	Assistant Superintendent of Streets	Brookline	Highway	15
26	Veterans' Agent	Cambridge	Veterans' Benefits	4
26	School Nurse	Chicopee	Health	2
26	Laundry Supervisor	Fall River	General Hospital	1
26	Inspector of Slaughtering	Fitchburg	Health	1
26	Assistant Commissioner of Veterans' Services	Gardner	Veterans' Services	2
26	Superintendent of Public Works	Hudson	Public Works	1
26	School Cafeteria Manager	Melrose	School	1
26	Inspector of Slaughtering	Methuen	Health	3
26	Civil Engineer, Grade 3	Pittsfield	Public Works	3
26	Senior Clerk-Typist	Pittsfield	Welfare	5
26	Director of Guidance and Recreation	Quincy	City Hospital	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January 26	Inspector of Animals and Inspector of Slaughtering	Quincy	Health	1
26	Junior Civil Engineer	Saugus	Public Works	7
26	Veterans' Services Investigator	Somerville	Veterans' Services	13
26	Medical Laboratory Technician	Springfield	Municipal Hospital	2
26	Assistant Audio-Visual Technician	Springfield	School	3
26	Civil Engineer, Grade 3	Springfield	Streets and Engineering	6
26	School Cafeteria Manager	Westfield	School	1
26	Vision and Hearing Tester	West Springfield	School	2
February 2	Administrative Engineering Assistant	State	Building Construction Division, Administration and Finance	18
2	Senior Clerk-Stenographer	State	Civil Defense	58
2	Head Administrative Assistant	State	Massachusetts Transportation	8
2	District Health Officer	State	Public Health	2
2	Laboratory Assistant	State	Hospital and Sanatoria, Hospital	4
2	Junior Chemist	State	Lemuel Shattuck Hospital, Public Health	1
2	Junior Bacteriologist	State	Western Massachusetts Hospital, Public Health	2
2	Office Building Porter	State	Public Works	42
2	Assistant Supervisor of Blood Donations	State	Veterans' Services	27
2	Multilith Operator, Welfare Department	Boston	Welfare	4
2	Dentist	Arlington	Health	1
2	Principal Clerk	Marlboro	Recreation	1
2	Assistant Civil Engineer, Grade 4	Newton	Public Buildings	6
9	Statistical Machine Operator	State	Corporations and Taxation	58
9	Semi-Senior Field Accountant	State	Education	19
9	Director of Training and Research	State	Public Health	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February 9	Junior Bacteriologist	State	Biologic Laboratories, Institute of Laboratories, Public Health	1
9	Laboratory Technician	State	Serologic Laboratories, Diagnostic Laboratories, Institute of Laboratories, Public Health	2
9	Laboratory Technician	State	Soldiers' Home in Holyoke	2
9	Laboratory Technician (General Clinical)	Boston	City Hospital and Sanatorium, Hospital	11
9	School Matron	Cambridge	School	24
9	School Cafeteria Manager	Shrewsbury	School	8
9	Senior Stenographer-Legal	Springfield	Law	1
16	Inspector of Eggs	State	Agriculture	21
16	Senior Clerk-Stenographer	State	Commerce	12
16	Tax Examiner	State	Corporations Bureau, State Taxes Division, Corporations and Taxation	15
16	Recreation Officer, Correctional Institution	State	Massachusetts Correctional Institution (Framingham) Correction	2
16	Junior Civil Engineer	State	Mental Health	19
16	Management Analyst	State	Mental Health	5
16	Occupational Therapist	State	Mental Health	38
16	Head Industrial Therapist (Bookbinder)	State	Northampton State Hospital, Mental Health	3
16	Public Health Social Worker	State	Hospital and Sanatoria, Public Health	5
16	Laboratory Technician (Virology)	State	Diagnostic Laboratories, Institute of Laboratories, Public Health	1
16	Senior Clerk-Stenographer	State	Local Services Division, Public Health	19
16	Senior Statistical Clerk	State	Maternal and Child Health Services, Public Health	9
16	Assistant Smoke Abatement Inspector	State	Sanitary Engineering Division, Public Health	11
16	Survey Administrator	State	Sanatoria and Tuberculosis Control Division, Public Health	1

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February				
16	Rehabilitation Coordinator	State	Lemuel Shattuck Hospital, Public Health	4
16	Semi-Senior Field Accountant, Semi-Senior Accountant	State	Public Welfare	41
16	Statistical Machine Operator	Boston	Assessing	8
16	Laboratory Technician (Neuropathology)	Boston	City Hospital, Hospital	1
16	Head Pharmacist	Boston	Long Island Hospital, Hospital	6
16	Inspector of Plumbing and Gasfitting	Arlington	Building	1
16	Meter Reader and Water Inspector	Chicopee	Water	7
16	Laboratory Technician	Haverhill	Municipal (Hale) Hospital	1
16	Water Meter Reader and Water System Laborer	Randolph	Water	1
16	Plumbing Inspector	Sudbury	Plumbing Inspection	1
16	Billing Machine Operator and Clerk-Typist	West Springfield	Water	1
16	Visual Technician	Winthrop	School	2
16	Inspector of Animals	Woburn	Health and Charities	1
March				
2	Head Laundryman	State	All	8
2	Laboratory Assistant	State	Mental Health	1
2	Plant Pest Suppressor	State	Insect Pest Control Bureau, Forests and Parks Division, Natural Resources	1
2	Supervisor of Speech Therapy	State	Maternal and Child Health Services Division, Public Health	1
2	Chief of Steroid Laboratory	State	Lemuel Shattuck Hospital, Public Health	1
2	Senior Statistical Machine Operator	State	Public Welfare	14
2	Clerk Tallyman	State	Public Works	27
2	Psychiatric Social Worker	State	Youth Service	3
2	Public Health Dentist	Boston	Health	2
2	Assistant Electrical Engineer	Boston	School Buildings	11
2	Filter Operator	Cambridge	Water	6
2	Junior Planner	Fall River	Planning	3

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
2	School Dentist	Medford	Health	1
2	Inspector of Buildings	Methuen	Building	7
2	Plumbing Inspector	Newburyport	Building Inspector's	3
2	Plumbing Inspector	Norwood	Health	5
2	Institution Watchman, City Infirmary	Pittsfield	Welfare	1
2	Dentist	Quincy	Health	2
2	Settlement Case Worker	Springfield	Veterans' Services	4
2	Senior Clerk-Typist	Swampscott	School	3
9	Statistical Machine Operator	State	Personnel and Standard- ization Division, Administration and Finance	13
9	Fruit and Vegetable Inspector	State	Agriculture	4
9	Senior Statistical Clerk	State	Milk Control Commission, Agriculture	8
9	Senior Actuarial Clerk	State	Insurance Division, Banking and Insurance	25
9	Biochemist	State	Mental Health	1
9	Senior Bacteriologist	State	Diagnostic Laboratories, Institute of Labora- tories, Public Health	11
9	Public Health Social Worker (Special Pro- ject for Services for Retarded Children)	State	Maternal and Child Health Services Divi- sion, Public Health	5
9	Public Health Nutrition Supervisor (Nutrition Education Specialist)	State	Public Health	3
9	Junior Chemist	State	Sanitary Engineering Division, Public Health	6
9	Senior Information Officer	State	Highways Division, Public Works	39
9	X-Ray Technician	State	Soldiers' Home in Holyoke	2
9	Senior Clerk	Boston	Auditing	1
9	Deputy Sealer of Weights and Measures	Boston	Weights and Measures Division, Health	8
9	Junior Bacteriologist	Boston	Health	1
9	Senior Account Clerk	Boston	Health	14
9	Laboratory Assistant (Histology)	Boston	City Hospital, Hospital	2
9	Liason Agent to Alcoholism Coordinator	Boston	Sanatorium Division, Hospital	3
9	Water Meter Reader and Water System Maintenance Craftsman	Burlington	Water	6

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
9	Fire Fighter	Falmouth	Fire	11
9	Fire Fighter	Fitchburg	Fire	5
9	Fire Fighter	Framingham	Fire	31
9	Senior X-Ray Technician	Haverhill	Municipal (Hale) Hospital	1
9	Fire Fighter	Hull	Fire	17
9	Sealer of Weights and Measures	Marblehead	Weights and Measures	4
9	Fire Fighter	Marshfield	Fire	3
9	School Dentist	Milton	Health	3
9	Fire Fighter	Needham	Fire	8
9	Senior Clerk-Typist	Newburyport	School	7
9	School Physician (Reserve)	Newton	Health	2
9	Sealer of Weights and Measures	Sharon	Weights and Measures	2
9	Storekeeper	Springfield	Welfare	8
9	Fire Fighter	Taunton	Fire	36
9	Senior Clerk-Typist	Watertown	Welfare	8
16	Stenographic Service	Statewide#	All	683
16	Ambulance and Medical Aid Man	Boston	City Hospital, Hospital	4
16	Sanitary Inspector	Fall River	Health	2
16	Sewage Treatment Plant Operator	Fall River	Public Works	17
16	Plumbing Inspector	Falmouth	Building	1
16	Superintendent of Wires	Fitchburg	Electric Wires	3
16	Plumbing Inspector	Leominster	Health	1
16	Sewer Construction Inspector	Ludlow	Sewer	1
16	Dog Officer	Norwood	General Manager	1
16	Junior Planner, Grade 3	Worcester	Planning	6
23	Stenographic Service	Statewide##	All	353
23	Female Correction Officer	State	Correction	6
23	Motor Fuel Sales Investigator	State	Necessaries of Life Division, Labor and Industries	100
23	Public Health Social Worker	State	Health Services Bureau, Public Health	4
23	Communications Dispatcher	State	State Police Division, Public Safety	23
23	Elevator Inspector	State	Public Safety	20
23	Assistant Highway Landscape Supervisor	State	Public Works	23
23	General Construction Inspector	State	Public Works	274

#Outside Boston and Vicinity
##Boston and Vicinity

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
23	Fire Fighter	Boston	Fire	196
23	Water Inspector	Cambridge	Water	16
23	Communication Dispatcher	Holyoke	Public Works	5
23	Supervisor of Recreational Athletics, Instructor and Caretaker of Swimming Pools	Lawrence	Public Property and Parks	1
23	Senior Clerk-Typist	Ludlow	Sewer	1
23	Deputy Comptroller of Accounts	Newton	Accounting	1
23	Recreation Supervisor (General)	Pittsfield	Parks and Recreation	1
23	Wire Inspector	Somerville	Public Works	2
23	X-Ray Technician	Worcester	City Hospital	1
30	Market Reporter	State	Markets Division, Agriculture	5
30	Senior Statistical Machine Operator	State	Education	9
30	Principal Interviewer, DES	State	Employment Security	556
30	Senior Clerk Interviewer, DES	State	Employment Security	693
30	Head Administrative Assistant	State	Natural Resources	17
30	Laboratory Assistant	State	Diagnostic Laboratories, Institute of Laboratories, Public Health	2
30	Junior Sanitary Engineer	State	Sanitary Engineering Division, Public Health	14
30	Senior Clerk-Stenographer	State	Lemuel Shattuck Hospital, Public Health	4
30	Rehabilitation Coordinator	State	Western Massachusetts Hospital, Public Health	5
30	Public Health Nurse	Boston	Health	23
30	X-Ray Technician	Boston	Health	1
30	Laboratory Assistant (Bacteriology)	Boston	City Hospital, Hospital	4
30	Principal Clerk and Stenographer	Brookline	School	19
30	Building Inspector	Chicopee	Building	9
30	Inspector of Animals	Fall River	Health	1
30	Storekeeper	Holyoke	Water	9
30	Chart Draftsman and Letterer	Lowell	Public Works	2
30	Fire Alarm Operator	Lynn	Electrical	3

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March 30	Deputy Director of Civil Defense	Somerville	Civil Defense Agency	8
30	Principal Clerk and Typist	Taunton	Sewer	17
30	Public Health Nurse	Worcester	Health	11
30	Clerk of Works	Worcester	Public Buildings Bureau, Public Works	5
April 6	Maintenance Supervisor, Building Construction Division	State	Building Construction Division, Administration and Finance	44
6	Laboratory Technician	State	Purchasing Bureau, Administration and Finance	3
6	Junior Field Accountant, Auditor	State	Auditor	96
6	Statistical Machine Operator	State	Education	14
6	Labor Market Economist	State	Employment Security	74
6	Principal Clerk	State	Pondville Hospital, Public Health	10
6	Head Administrative Assistant	State	Sanatoria and Tuberculosis Control Division, Public Health	6
6	Senior Clerk-Stenographer	State	Public Works	68
6	Building Inspector	Boston	Building	7
6	Public Health Physician	Boston	Health	4
6	Laboratory Technician (Bacteriology)	Boston	City Hospital, Hospital	3
6	Police Entrance	Abington	Police	5
6	Police Entrance	Acton	Police	3
6	Police Entrance	Acushnet	Police	4
6	Police Entrance	Adams	Police	4
6	Police Entrance	Ashland	Police	4
6	Police Entrance	Barnstable	Police	3
6	School Dentist	Beverly	Health	3
6	Senior Clerk-Stenographer	Beverly	School	2
6	Sewage Treatment Plant Operator	Billerica	Public Works	4
6	Police Entrance	Blackstone	Police	8
6	Police Entrance	Dartmouth	Police	19
6	Assistant Building Inspector	Fall River	Public Works	4
6	Police Entrance	Greenfield	Police	4
6	Police Entrance	Needham	Police	2

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April 6	Police Entrance	Pembroke	Police	6
6	Police Entrance	Reading	Police	3
6	Police Entrance	Southbridge	Police	3
6	Police Entrance	Spencer	Police	2
6	Police Entrance	Sudbury	Police	3
6	Police Entrance	Weston	Police	2
6	Police Entrance	Williamstown	Police	7
6	Police Entrance	Winchendon	Police	8
27	First Class Stationary Engineer	Statewide	All	19
27	Second Class Stationary Engineer	Statewide	All	44
27	Third Class Stationary Engineer	Statewide	All	62
27	First Class Fireman	Statewide	All	34
27	Second Class Fireman	Statewide	All	76
27	Oiler	Statewide	All	41
27	Physiotherapist	State	All	4
27	Junior Accountant (County Auditing Section)	State	Accounts Bureau, Local Finances Division, Corporations and Taxation	74
27	Senior Clerk	State	University Extension Division, Education	71
27	Senior Clerk-Stenographer	State	Metropolitan District Commission, Administration	19
27	Diesel Power Plant Operator	State	(Nut Island Sewage Treatment Plant) Metropolitan District Commission, Sewerage	1
27	Senior Sanitary Engineering Aid	State	Sanitary Engineering Division, Public Health	7
27	Junior Bacteriologist (Microbiology)	State	Lemuel Shattuck Hospital, Public Health	2
27	District Engineering Inspector	State	Inspections Division, Public Safety	8
27	Artist, P.W.D.	State	Public Works	71
27	Assistant Photostat Operator	State	Public Works	13
27	Construction Materials Inspector	State	Highways Division, Public Works	52
27	Junior Chemist	State	Public Works	12
27	Laboratory Assistant	State	Public Works	16
27	Laboratory Technician	State	Soldiers' Home in Massachusetts (Chelsea)	4

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April				
27	Laboratory Technician (Inhalation Therapy)	Boston	City Hospital, Hospital	3
27	Laboratory Technician (Bacteriologist)	Cambridge	City Hospital	1
27	Ambulance Driver and Hospital House Worker	Fall River	General Hospital	2
27	Bookkeeping Machine Operator	Haverhill	City Auditor	2
27	Health Agent	Haverhill	Health	2
27	Senior Bookkeeper	Lawrence	Water	4
27	Inspector of Gasfitting	Lowell	Public Works	2
27	Plumbing Inspector	Natick	Building	4
27	School Cafeteria Manager	New Bedford	School	11
27	Storekeeper	Newton	School	8
27	Storekeeper and Electric Meter Reader	Norwood	Municipal Lighting	4
27	Telephone Operator and Clerk-Typist	Peabody	Josiah B. Thomas Hospital	8
27	Public Health Nurse	Springfield	Health	12
27	Plumbing Inspector	Wareham	Health	1
27	Hospital Security Guard	Worcester	City Hospital	25
May				
4	Supervisor of Physical Restoration	State	Massachusetts Rehabilitation	15
4	Head Occupational Therapist	State	Mental Health	2
4	Head Psychiatric Social Worker	State	Mental Health	34
4	Laboratory Technician	State	Public Health	8
4	Senior Clerk-Stenographer	State	Cancer and Chronic Disease Division, Public Health	15
4	Supervising Laboratory Technician (Hematology)	State	Lemuel Shattuck Hospital, Public Health	1
4	Director of Publicity, Department of Public Safety	State	Public Safety	24
4	Laboratory Inspector of Road Building Materials	State	Public Works	84
4	Public Health Educator	Boston	Health	1
4	Junior Accountant	Cambridge	Retirement	2
4	Cashier	Cambridge	School	32
4	Accounting Machine Operator	Dedham	Comptroller	1
4	Business Manager, School Department	Fall River	School	3

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May 4	Meter Reader and Water Inspector	Fall River	Water	26
4	Parking Supervisor and Cashier	Fitchburg	Public Works	3
4	Deputy Call Fire Chief	Great Barrington	Fire	1
4	Senior Engineering Aid	Holyoke	Gas and Electric	2
4	Chemist	Lawrence	Water	2
4	Building Inspector	Lowell	Public Works	4
4	Principal Clerk and Stenographer	Milton	Police	1
4	Senior Clerk and Stenographer	Newton	Public Buildings	4
4	Assistant Supervisor of Cafeterias and Dietetics	Newton	School	6
4	Principal Clerk and Stenographer	Pittsfield	Parks and Recreation	2
4	Telephone Operator	Springfield	Public Buildings	9
11	Assistant Dietitian	State	All	21
11	Senior Mechanical Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	11
11	Hearings Stenographer	State	Civil Service Division, Civil Service and Registration	19
11	Assistant Planning Engineer, Department of Commerce	State	Commerce	13
11	Junior Planning Engineer	State	Commerce	12
11	Employment Counselor, DES	State	Employment Security	164
11	Assistant Supervisor in Education	State	Massachusetts Rehabilitation	89
11	Assistant Lock and Draw Operator	State	Metropolitan District Commission	30
11	Laboratory Technician (Electroencephalograph)	State	Lemuel Shattuck Hospital, Public Health	2
11	Executive Secretary, Finance Committee	Arlington	Finance	2
11	Police Matron	Arlington	Police	3
11	Fire Alarm Operator	Brockton	Fire	9
11	Supervisor of Attendance	Burlington	School	1
11	Therapeutic Dietitian	Cambridge	City Hospital	1

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May				
11	Settlement Investigator	Fall River	Health	6
11	Health Inspector	Haverhill	Health	3
11	Senior Clerk	Lawrence	Water	6
11	Supervisor of Attendance	New Bedford	School	1
11	Supervisor of Attendance	West Springfield	School	1
11	Police Matron	Worcester	Police	12
18	Plant Pest Suppressor	State	Agriculture	3
18	Senior Civil Engineer	State	Commerce	27
18	Senior Engineering Aid	State	Commerce	18
18	Psychiatric Social Worker	State	Mental Health	65
18	Assistant Registrar of Voters	Boston	Election	22
18	Dietitian	Boston	City Hospital, Hospital	4
18	Laboratory Technician (Histology)	Boston	City Hospital, Hospital	3
18	Laboratory Technician	Cambridge	City Hospital	2
18	Supervising Laboratory Technician	Fall River	General Hospital	1
18	Senior Clerk	Lawrence	Finance	7
18	School Dentist	Leominster	School	1
18	Yard Clerk	Marlborough	Public Works	2
18	Sanitarian	North Adams	Health	4
18	Public Health Nurse	Pittsfield	Health	3
18	Superintendent of Parks and Recreation Maintenance	Woburn	Recreation	3
18	Electrocardiograph Technician	Worcester	City Hospital	3
June				
1	Civil Engineer, Grade 1	Statewide	All	533
1	Junior Engineering Aid			
1	Civil Engineer, Grade 2	Statewide	All	537
1	Senior Engineering Aid			
1	Senior Clerk-Stenographer	State	Alcoholic Beverages Control	30
1	Correction Officer (Fruit and Vegetable Canner)	State	Massachusetts Correctional Institution (Bridgewater) Correction	1
1	Semi-Senior Accountant	State	Massachusetts Maritime Academy, Education	15

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June				
1	Junior Accountant	State	Group Insurance Commission	22
1	Senior Clerk-Stenographer	State	Group Insurance Commission	13
1	District Supervisor, Insect Pest Control	State	Forests and Parks Division, Natural Resources	12
1	Junior Chemist	State	Food and Drugs Division, Public Health	4
1	Public Health Physician	State	Public Health Research Development and Professional Training Division, Public Health	1
1	Communications Dispatcher	State	Public Works	24
1	Statistical Machine Operator	State	Vital Statistics Division, Secretary of the Commonwealth	18
1	Correction Officer	Boston	Penal Institutions	29
1	Fire Alarm Operator	Beverly	Fire	4
1	Cashier and School Cafeteria Helper	Brookline	School	7
1	Clerk-Typist	Burlington	Board of Water Commissioners, Water	4
1	Dentist Assistant	Fitchburg	Health	1
1	Electric Switchboard Operator and Electrician's Helper	Holyoke	Gas and Electric	3
1	Civil Engineer, Grade 4	Lowell	Public Works	3
1	Senior Planner	Malden	Planning	1
1	Inspector of Wires	North Adams	Public Works	2
1	Senior Clerk-Stenographer	Northampton	School	3
1	Senior Clerk-Typist	Saugus	Clerical Pool	1
1	Dental Assistant	Somerville	Health	8
1	Cashier	Somerville	School	26
1	Psychiatric Social Worker	Springfield	Municipal Hospital	1
1	Senior Medical Laboratory Technician	Springfield	Municipal Hospital	2
1	Telephone Operator and Clerk-Typist	Waltham	School	2
8	Junior Clerk-Stenographer	Statewide	Division of Civil Defense, Civil Defense Agencies	93
8	Electrician	State	All	28
8	Pharmacist	State	All	7

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 8	Senior Civil Engineer	State	Building Construction Bureau, Central Services Division, Adminis- tration and Finance	26
8	Personnel Analyst	State	Personnel Bureau, Fiscal Affairs Division, Administration and Finance	28
8	Senior Clerk-Typist	State	Agriculture	67
8	Junior Sanitary Engineering Aid	State	M.D.C., Water	7
8	Forest Fire Patrolman	State	Forests and Parks Division, Natural Resources	46
8	Assistant Fish and Game Biologist	State	Marine Fisheries Division, Natural Resources	18
8	Occupational Therapist	State	Public Health	2
8	Supervisor of Social Service	State	Cancer and Chronic Diseases Division, Public Health	2
8	Assistant Sanitary Engineer	State	Sanitary Engineering Division, Public Health	16
8	Photogrammetrist	State	Public Works	3
8	Research Laboratory Technician (Blood Bank)	Boston	City Hospital, Hospital	1
8	Veterans' Services Investigator	Boston	Veterans' Services	28
8	Junior Civil Engineer	Chicopee	Engineering	2
8	Social Worker	Fall River	Health	1
8	Senior Clerk-Typist	Fitchburg	Health	10
8	Inspector of Plumbing	Fitchburg	Public Buildings	3
8	School Dentist	Lawrence	Health	2
8	Supervisor of Attendance	Lynn	School	4
8	Planning and Renewal Director	Newton	Executive	4
8	Senior Clerk-Stenographer	Peabody	Josiah B. Thomas Hospital	3
8	Principal Assessing Clerk and Secretary, Board of Assessors	Saugus	Assessors	7
8	Supervisor of Attendance	Taunton	School	3
8	Sanitarian	Watertown	Health	9
8	Dentist	Worcester	Public Health	1
8	Supervisor of Attendance	Worcester	School	11
22	Janitress	Statewide	All	133

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 22	Junior Building Custodian	Statewide	All	1,672
	Janitor			
22	Assistant Pharmacist	State	All	2
22	Psychological Assistant	State	All	8
22	Warden Service and Home Preparedness Officer	State	Civil Defense Agency, Civil Defense	11
22	Correction Officer (Farmer)	State	Correction	13
22	Psychiatric Social Worker	State	Correction	4
22	Junior Accountant	State	Office of School Lunch Programs, Education	33
22	Statistical Machine Operator	State	Employment Security	16
22	Junior Industrial Hygienist	State	Occupational Hygiene Division, Labor and Industries	1
22	Recreational Therapist	State	Mental Health	17
22	Assistant Mechanical Engineer	State	M.D.C., Water	14
22	Junior Bacteriologist (Microbiology)	State	Diagnostic Laboratories, Institute of Laboratories, Public Health	7
22	Junior Sanitary Engineering Aid	State	Sanitary Engineering Division, Public Health	6
22	Principal Bookkeeper	State	Public Works	26
22	Statistical Machine Operator	Boston	Auditing	6
22	Orthoptic Technician	Boston	City Hospital, Hospital	1
22	Medical Social Worker	Boston	City Hospital and Sanatorium, Hospital	6
22	Senior Clerk-Stenographer	Boston	Sanatorium, Hospital	2
22	Highway Construction Inspector	Boston	Public Works	23
22	School Nurse	Billerica	School	2
22	Personnel Director	Brookline	Selectmen	8
22	Plumbing Inspector	Franklin	Health	2
22	School Nurse	Franklin	School	4
22	Hospital Admitting Supervisor	Haverhill	Municipal Hospital	2
22	Veterans' Benefits Investigator	Haverhill	Veterans' Services	3

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 22	Senior Dental and Medical Clinic Assistant, Dental and Medical Clinic Assistant	Lowell	Health	3
22	Public Health Nurse	Lynn	Health	4
22	School Nurse	Methuen	School	13
22	Assistant Superintendent of Sewers	Milton	Sewer	2
22	Sanitarian	New Bedford	Health	6
22	Public Health Nurse	Newton	Health	2
22	Time and Construction Clerk	Pittsfield	Public Works	5
22	Telephone Operator	Quincy	Hospital	9
22	Senior Clerk-Typist	Randolph	Police	1
22	Senior Clerk	Revere	Planning	8
22	Plumbing and Gas Fitting Inspector	Shrewsbury	Health	2
22	School Dentist	Springfield	Health	2
22	School Nurse	West Springfield	School	9
22	Yard Clerk	Worcester	Public Works	11
29	Fire Fighter	Statewide#	Fire	1,407
29	Administrative Assistant	State	Building Construction Division, Central Services Division, Administration and Finance	14
29	Civil Service Medical Examiner	State	Civil Service and Registration	2
29	Head Teacher of Institutional School	State	Massachusetts Correctional Institution (Framingham) Correction	2
29	Principal Bookkeeper	State	Prison Camps Division, Correction	8
29	Supervisor of In-Service Training, Division of the Blind	State	Division of the Blind, Education	2
29	Hearings Stenographer	State	Labor Relations	12
29	Assistant State Hospital Steward	State	Mental Health	33
29	Supervisor of Volunteer Services	State	Mental Health	10
29	Forester	State	Natural Resources	16

#Except Boston

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 29	Junior Accountant	State	Biologic Laboratories Division, Institute of Laboratories, Public Health	11
29	Chief Supervisor of Psychiatric Social Work	State	Public Welfare	9
29	Home Economist	State	Public Welfare	5
29	Senior Clerk	State	Highways Division, Public Works	438
29	Senior Clerk-Typist	Boston	Civil Defense	3
29	Senior Account Clerk	Cambridge	Health	1
29	School Physician	Holyoke	Water	1
29	Cashier	Natick	Weights and Measures	4
29	Sealer of Weights and Measures	Norwood	Recreation	1
29	Cashier	Pittsfield	Health	1
29	Assistant Bacteriologist	Quincy	City Hospital	2
29	Assistant Pharmacist	Springfield	Tabulating	7
29	Key Punch Operator	Worcester	City Hospital	4
29	Storekeeper			
July 12	Statistical Typist	State	Auditor	14
12	Field Representative, Community School Lunch Program	State	Office of School Lunch Programs, Education	4
12	Assistant Director of Health, Welfare and Retirement Trust Funds Board	State	Health, Welfare and Retirement Trust Funds Board	20
12	Attorney	State	Health, Welfare and Retirement Trust Funds Board	16
12	Library Reference Assistant	State	Worcester State Hospital, Mental Health	9
12	Junior Bacteriologist	State	M.D.C., Water	3
12	Assistant Biometrician	State	Cancer and Chronic Disease Division, Public Health	5
12	Senior Accountant	State	Public Utilities	9
12	Assistant Structural Engineer	State	Highways Division, Public Works	104
12	Gas Fitting Inspector	Boston	Building	7
12	Environmental Sanitation Inspector	Boston	Health	45
12	Assistant Medical Librarian	Boston	City Hospital, Hospital	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July 12	Senior Law Clerk and Investigator	Boston	Law	10
12	School Physician	Boston	School	9
12	Veterans' Services Consultant	Boston	Veterans' Services	9
12	Plumbing Inspector	Bedford	Building	1
12	Plumbing Inspector	Belmont	Building	1
12	Laboratory Technician (General)	Cambridge	City Hospital	3
12	School Dentist	Cambridge	Health	1
12	Library Guard	Chicopee	Library	2
12	Plumbing Inspector	Clinton	Health	3
12	Senior Planner	Fall River	Planning	1
12	Assistant Plumbing Inspector	Harwich	Health	1
12	Electric Meter Reader and Laborer	Hull	Electric Light	3
12	Assistant Plumbing Inspector	Lawrence	Health	5
12	X-Ray Technician	Lawrence	Health	1
12	Assistant Chemist and Bacteriologist	Lowell	Public Works	3
12	Civil Engineer, Grade 3	Lowell	Public Works	1
12	Electric Pumping Station Operator	Lowell	Public Works	4
12	Superintendent of Parks and Playgrounds	Medford	Park	5
12	Telephone Operator and Junior Clerk-Typist	Norwood	Municipal Building	1
12	X-Ray Technician	Quincy	City Hospital	2
12	Director of Public Assistance	Saugus	Public Assistance	6
12	Plumbing and Gas Fitting Inspector	Somerville	Public Works	3
12	Plumbing and Gas Fitting Inspector	Springfield	Building	2
12	Master Mechanic, Fire Department	Taunton	Fire	9
13	Statistical Machine Operator	State	Group Insurance Commission	4
13	Bookkeeping Machine Operator	Haverhill	Municipal (Hale) Hospital	1
16	Chief of Police	Oak Bluffs	Police	1
19	Statistician	State	Agriculture	2
19	Head Clerk	State	Health, Welfare and Retirement Trust Funds Board	35
19	Investigator, Health, Welfare and Retirement Trust Funds Board	State	Health, Welfare and Retirement Trust Funds Board	59

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July 19	Senior Investigator, Health, Welfare and Retirement Trust Funds Board	State	Health, Welfare and Retirement Trust Funds Board	30
19	Assistant Director of Communicable Diseases	State	Public Health	2
19	Junior Bacteriologist (Hematology and Blood Bank)	State	Lemuel Shattuck Hospital, Public Health	3
19	United States Public Health Nursing Home Coordinator	Brookline	Health	3
19	Fire Alarm Operator	Chelsea	Electrical	3
19	Assistant Building and Elevator Inspector	Holyoke	City Engineering	1
19	Electrocardiograph Technician	Quincy	Hospital	1
19	Planner	Springfield	City Planning	2
19	Sealer of Weights and Measures	Stoneham	Weights and Measures	2
19	Supervising Medical Technologist (Chemistry)	Worcester	City Hospital	1
26	Junior Accountant	State	Health, Welfare and Retirement Trust Funds Board	32
26	Semi-Senior Accountant	State	Health, Welfare and Retirement Trust Funds Board	36
26	Assistant Chemist	State	Labor and Industries	6
26	Senior Clerk-Typist	State	Lakeville State Sanatorium, Public Health	33
26	Elevator Inspector	Boston	Building	2
26	City Hospital Guard	Boston	City Hospital, Hospital	9
26	Laboratory Technician (Biochemistry)	Boston	City Hospital, Hospital	2
26	Pharmacist	Boston	Sanatorium Division, Hospital	1
26	Town Accountant	Burlington	Selectmen	1
26	Electrician	Everett	School	3
26	Storekeeper	Marlborough	Public Works	2
26	Cashier	New Bedford	School	4

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August				
2	Senior Bookkeeper	State	All	45
2	Head Buyer, Printing	State	Purchasing Bureau, Administration and Finance	19
2	Milk Control Investigator	State	Milk Control Commission, Agriculture	16
2	Labor Relations Examiner	State	Labor Relations	62
2	Principal Clerk	State	Massachusetts Commission on Atomic Energy	10
2	Senior Clerk-Stenographer	State	M.D.C., Park Engineering	20
2	Senior Clerk-Typist	State	M.D.C., Park Engineering	73
2	Public Health Nursing Advisor (Health District Programs)	State	Public Health	2
2	Assistant Lock and Draw Operator	State	Public Works	28
2	Principal Clerk	Attleboro	Auditing	1
2	Superintendent of Buildings and Inspector of Buildings	Cambridge	Buildings	3
2	Buyer	Springfield	Purchasing	3
3	Senior Statistical Machine Operator	State	Cancer and Chronic Diseases Division, Public Health	9
9	Specialist Foreman, Insect Pest Control	State	Insect Pest Control Bureau, Forests and Parks Division, Natural Resources	14
9	Juvenile Parole Agent	State	Youth Service	68
9	X-Ray Technician	Cambridge	City Hospital	5
9	Senior Account Clerk and Stenographer	Gardner	Public Works	1
9	Senior Account Clerk	Lawrence	Water	10
9	Assistant Supervisor of School Cafeterias	Malden	School	4
9	Senior Clerk-Typist	Shrewsbury	Highway and Public Buildings	2
9	Senior Accountant	Springfield	Water	1
10	Statistical Machine Operator	Boston	Library	2
10	Accounting Machine Operator and Clerk-Typist	Quincy	Assessors	1
16	Institution Maintenance Foreman	State	Mental Health	28

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August 16	Assistant Civil Engineer	State	Recreation Bureau, Forests and Parks Division, Natural Resources	33
16	Forest and Park Supervisor	State	Forests and Parks Division, Natural Resources	30
16	Senior Clerk-Typist	Boston	Long Island Hospital, Hospital	11
16	Health Commissioner	Fall River	Health	1
16	Electric Water Pumping Station Operator	Lynn	Water	3
16	Public Health Nurse	Peabody	Health	2
16	Supervising Public Health Nurse	Pittsfield	Health	1
16	Public Health Nurse	Somerville	Health	2
17	Senior Statistical Machine Operator	State	Public Works	8
17	Bookkeeping Machine Operator and Clerk	Marlborough	Public Works	2
23	Junior Accountant	State	Auditor	64
23	Assistant Area Legal Counsel (Springfield Area)	State	Insurance Division, Banking and Insurance	6
23	District Fire Warden	State	Natural Resources	32
23	Assistant Chemist	State	Food and Drugs Division, Public Health	9
23	Physiotherapist	State	Public Health	2
23	Identification Clerk	State	Public Safety	11
23	Town Accountant	Acushnet	Town Accountant	1
23	Police Entrance	Ashland	Police	2
23	Recreation Leader (General)	Brookline	Recreation	10
23	Senior Clerk-Stenographer	Brookline	Retirement	3
23	Assistant Recreation Leader	Cambridge	Recreation	3
23	Recreation Leader (General)	Cambridge	Recreation	36
23	Recreation Leader (General)	Everett	Recreation	2
23	Supervisor of Attendance	Holyoke	School	2
23	Real Estate Transfers Recorder	New Bedford	Public Works	1
23	Assistant Recreation Leader	Somerville	Recreation	13

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August				
23	Recreation Leader (General)	Somerville	Recreation	12
23	Assistant Recreation Leader (Center)	Springfield	Parks	49
23	Isotope Technician	Worcester	City Hospital	1
24	Principal Clerk	State	Community School Lunch Programs, Education	8
24	Recreation Leader (Water Safety)	Cambridge	Recreation	2
September				
7	Principal Civil Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	29
7	Senior Clerk	State	Administration Division, Education	180
7	Assistant Dietitian	State	Public Health	8
7	Statistical Machine Operator	State	Cancer and Chronic Diseases Division, Public Health	4
7	Laboratory Assistant	State	Sanitary Engineering Division, Public Health	6
7	Senior Administrative Analyst, Department of Public Works	State	Public Works	55
7	Detached Worker, Y.S.D.	State	Youth Service	17
7	X-Ray Technician	Boston	City Hospital, Hospital	3
7	Junior Chemist	Boston	Medical Services Section, Health	3
7	Ambulance Driver	Boston	City Hospital, Hospital	11
7	Senior Clerk-Typist	Brockton	Scavenger	5
7	Wire Inspector	Brookline	Building	4
7	Clerk-Typist and Telephone Operator	Chelsea	Public Buildings	6
7	Senior Clerk-Typist	Melrose	Welfare	4
7	Watchman	Newton	City Infirmary, Welfare	4
7	Senior Clerk-Typist	Pittsfield	Police	15
7	Dental Hygienist	Salem	Health	1
7	Principal Accountant	Springfield	City Auditor	7

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
7	Administrative Assistant, School Department	West Springfield	School	25
7	Principal Clerk	Worcester	Airport	23
7	Senior Bacteriologist and Chemist	Worcester	City Hospital	1
14	Correction Officer (Herdsman)	State	Correction	5
14	Field Agent, Community School Lunch Program	State	Office of School Lunch Programs, Education	5
14	Head Laundryman	State	Mental Health	11
14	Junior Chemist	State	Biologic Laboratories, Institute of Laboratories, Public Health	3
14	Statistical Machine Operator	State	Public Safety	7
14	Chief Inspector, Electrical	Boston	Building Division, Real Property	6
14	Cashier	Arlington	School	1
14	Foreman	Brookline	Public Works	10
14	Director of Veterans' Services	Cambridge	Veterans' Services	2
14	Senior Bookkeeper	Malden	Controller of Accounts	1
14	Medical Record Librarian	Springfield	Municipal Hospital	1
14	Junior Accountant	Wakefield	Welfare	13
14	Telephone Operator	Worcester	City Hospital	8
21	Group Insurance Accounting Analyst	State	Group Insurance Commission	19
21	Sealer of Weights and Measures	Beverly	Weights and Measures	5
21	Plumbing Inspector	Maynard	Plumbing Inspection	1
21	Inspector of Slaughtering	Methuen	Health	2
21	Tabulating Equipment Operator	Springfield	Tabulating	5
October				
5	Telephone Operator	State	All	151
5	Statistical Machine Operator	State	Insurance Division, Banking and Insurance	14
5	Industrial Instructor (Tailor Shop)	State	Correction	6
5	Psychologist	State	Correction	3
5	Assistant Industrial Shop Manager (Printing)	State	Massachusetts Correctional Institution (Walpole) Correction	11

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October				
5	Laboratory Technician (Research Laboratories)	State	Mental Health	3
5	State Police Detective	State	Public Safety	101
5	Lieutenant Inspector			
5	Senior X-Ray Technician	Boston	City Hospital, Hospital	8
5	Laundry Supervisor	Fall River	General Hospital	2
5	Child Welfare Nurse	Holyoke	Child Welfare	2
5	Director of Public Assistance	Marlboro	Welfare	18
5	Cashier	Newton	School	5
5	Accounting Machine Operator	Quincy	Finance	1
5	Chief Clerk of Works	Woburn	Public Works	5
5	Clerk of Works	Woburn	Public Works	4
19	Tax Examiner	State	Excises Bureau, State Taxes Division, Corporations and Taxation	75
19	Hospital Technician	State	Massachusetts Correctional Institu- tion (Bridgewater) Correction	1
19	Electronic Tape Typewriter Operator	State	Employment Security	194
19	Laboratory Technician (Institutional Service)	State	Mental Health	16
19	X-Ray Technician	State	Mental Health	12
19	Senior Civil Engineer	State	Natural Resources	13
19	Junior Bacteriologist	State	Biologic Laboratories, Institute of Labora- tories, Public Health	2
19	Medical Social Worker	State	Public Welfare	11
19	Employee Relations Supervisor, PWD	State	Public Works	41
19	Police Matron	Boston	Police	22
19	Telephone Operator	Boston	Police	26
19	Sealer of Weights and Measures	Acushnet	Weights and Measures	1
19	Water Meter Reader	Billerica	Public Works	3
19	Electrician	Brockton	Public Property	8
19	Telephone Operator	Cambridge	City Hospital	4
19	Diesel and Electric Water Pumping Station Operator	Gardner	Public Works	2
19	Senior Clerk-Typist	Gardner	All	3

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October				
19	Electric Water Pumping Station Operator	Haverhill	Public Works	1
19	Police Matron	Lynn	Police	2
19	Planning Director	Malden	Planning	2
19	Senior Clerk-Stenographer	Needham	Welfare	12
19	Senior Clerk-Typist	Newton	Welfare	2
19	Senior Clerk-Typist	Pittsfield	Welfare	14
19	School Dentist	Somerville	Health	1
19	Senior Clerk-Typist	Waltham	Civil Defense	3
26	Metropolitan Police Patrolman	State	Metropolitan District Commission	656
26	Police Entrance	Cities & Towns#	Police	1,690
26	Police Entrance	Acton	Police	3
26	Statistical Machine Operator	Worcester	Auditing	1
November				
2	Multilith Operator	State	All	19
2	Assistant Civil Engineer	State	Commerce	15
2	Public Health Orthopedic Physiotherapist	State	Public Health	2
2	Principal Statistical Machine Operator	State	Cancer and Chronic Diseases Division, Public Health	15
2	Junior Bacteriologist	State	Pondville Hospital, Public Health	4
2	Statistician	State	Public Welfare	18
2	Deputy Sealer of Weights and Measures	Boston	Weights and Measures Division, Health	8
2	Instructor, Hospital Nursery School Program	Boston	City Hospital, Hospital	1
2	School Nurse	Arlington	School	3
2	Police Matron	Cambridge	Police	4
2	Police Matron	Fall River	Police	4
2	Mechanical Engineer	Holyoke	Gas and Electric	1
2	Filter Operator	Lawrence	Water	6
2	School Nurse	Malden	School	6
2	Police Matron	Medford	Police	3
2	Bookkeeping Machine Operator	Newton	Assessing	5
2	Vision and Hearing Tester	Newton	Health	2
2	School Dentist	Northampton	School	1
2	Park Policeman	Pittsfield	Parks and Recreation	15
2	Public Health Education Worker	Quincy	Health	1

#Except Boston

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November				
2	School Dentist	Salem	Health	2
2	Accountant	Springfield	Auditor	2
2	Senior Clerk-Stenographer	Springfield	Building	6
2	Time and Construction Clerk	Springfield	Water	7
2	Fire Fighter	Winchester	Fire	4
2	City Treasurer	Woburn	City Treasurer	3
2	Storekeeper	Worcester	School	52
9	Junior Clerk	Statewide#	All	1,857
9	Junior Clerk-Typist			
9	Statistical Machine Operator (Key Punch Operator)	State	Comptroller's Division, Administration and Finance	22
9	Assistant Aquatic Biologist	State	Fisheries and Game Division, Natural Resources	7
9	Junior Bacteriologist (Virology)	State	Diagnostic Laboratories Division, Public Health	2
9	Specialist in Early Childhood Education	State	Maternal and Child Health Services Division, Public Health	6
9	Senior Clerk-Stenographer	Boston	Health Division, Health	7
9	Electrician	Boston	Library	6
9	School Dentist	Methuen	School	3
9	Inspector of Buildings	Natick	Building	5
9	Laboratory Technician	Quincy	City Hospital	3
9	Building Inspector	Waltham	Building	2
9	Principal Clerk and Stenographer	Worcester	Girls' Trade High School	9
9	Assistant Purchasing Agent	Worcester	Purchasing	27
16	Dental Assistant	State	All	21
16	Dietitian	State	All	23
16	Senior Assessing Clerk	State	Corporations Bureau, State Taxes Division, Corporations and Taxation	21
16	Supervising X-Ray Technician	State	Massachusetts Correctional Institution (Norfolk) Correction	1
16	Senior Clerk-Stenographer	State	Employment Security	130

#Outside Boston and Vicinity

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November 16	X-Ray Technician	State	Hospitals and Sanatoria, Public Health	7
16	Head Nurse	State	Nursing Section, Local Health Services Division, Public Health	9
16	Investigator of Fraudulent Securities	State	Public Utilities	15
16	Traffic Electrician	State	Public Works	10
16	Communication Dispatcher	State	Registry of Motor Vehicles	49
16	Occupational Therapist	Boston	Sanatorium Division, Hospital	1
16	Principal Heating and Ventilating Engineer	Boston	School Buildings	1
16	Senior Accountant	Brookline	Comptroller's Office	4
16	Administrative Assistant, Traffic and Parking Department	Cambridge	Traffic and Parking	8
16	Principal Clerk and Stenographer	Fitchburg	City Clerk's	2
16	Workmen's Compensation Agent	Haverhill	Workmen's Compensation	3
16	Public Health Nurse	Holyoke	Health	7
16	Veterans' Services Investigator	Holyoke	Veterans' Benefits	1
16	School Cafeteria Manager	Leominster	School	5
16	Clerk of Works	Lowell	Public Works	3
16	Filter Operator	Lowell	Public Works	11
16	Junior Civil Engineer	Marlborough	Public Works	2
16	Planning Draftsman and Senior Clerk-Typist	Medford	Planning	2
16	Milk Inspector	Methuen	Health	3
16	Engineering Construction Inspector	Quincy	Public Works	1
16	Key Punch Operator	Springfield	City Auditor	2
16	Plumbing and Gas Fitting Inspector	Waltham	Public Buildings	2
16	Collector of Hospital Accounts	Worcester	City Hospital	18
16	Senior Planner, Grade 4	Worcester	Planning	3
23	Junior Clerk	Statewide#	All	4,574
	Junior Clerk-Typist			

#Boston and Vicinity

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November				
23	Senior Statistical Machine Operator	Worcester	City Hospital	2
30	Statistical Machine Operator	Worcester	City Hospital	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1962				
December				
1	Senior Transportation Officer	State	Correction	35
1	Senior Clerk-Stenographer	State	Education	24
1	Senior Accountant	State	Public Works	18
1	Assistant to Registrar of Motor Vehicles	State	Registry of Motor Vehicles	14
1	Supervising Motor Vehicle Hearings Officer	State	Registry of Motor Vehicles	13
1	Principal Clerk Principal Clerk and Typist	Boston	Public Works	24
1	Principal Clerk and Stenographer	Boston	Public Works	1
1	Supervisor of Bridge Operation	Boston	Public Works	1
1	Associate Civil Engineer (Construction)	Boston	Sewer Division, Public Works	1
1	Head Clerk	Boston	Water Division, Public Works	3
1	Fire Lieutenant	Arlington	Fire	22
1	Police Sergeant	Belmont	Police	15
1	Swimming Pool Maintenance Supervisor	Brookline	Recreation	2
1	Fire Lieutenant	Everett	Fire	32

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1962				
December				
1	Fire Lieutenant	Framingham	Fire	8
1	Electric Water Pumping Station Operator	Gloucester	Public Works	2
1	Fire Lieutenant	Lowell	Fire	28
1	Fire Lieutenant	North Andover	Fire	6
1	Fire Lieutenant	Norwood	Fire	8
1	Fire Lieutenant	Pittsfield	Fire	18
1	Fire Lieutenant	Springfield	Fire	59
1	Sewer Foreman	Worcester	Sewers Bureau, Public Works	22
8	Industrial Instructor (Baker)	State	Massachusetts Correctional Institution (Bridgewater) Correction	1
8	Senior Clerk-Typist	State	Boston State Hospital, Mental Health	5
8	Stores Control Examiner	State	Public Works	17
8	Motor Vehicle Hearings Officer	State	Registry of Motor Vehicles	83
8	Motor Vehicle Investigator	State	Registry of Motor Vehicles	109
8	Supervising Motor Vehicle Inspector with Power to Hold Hearings	State	Registry of Motor Vehicles	84
8	Associate Civil Engineer (Maintenance)	Boston	Sewer Division, Public Works	1
8	Administrative Assistant, Welfare Department	Boston	Welfare	3
8	Head Clerk (Mail Room)	Boston	Welfare	7
8	Principal Clerk	Beverly	School	1
8	Deputy Fire Chief	Dedham	Fire	4
8	Mechanic, Fire Department	Fall River	Fire	4
8	Senior Clerk-Typist	Holyoke	Welfare	5
8	Fire Chief	Medford	Fire	4
8	Water Meter Reader	Quincy	Water Division, Public Works	2
1963				
January				
5	Senior Clerk-Stenographer	State	Analysis and Processing Bureau, Administrative Services Division, Corporations and Taxation	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1953 January				
5	Principal Clerk	State	Planning and Research Bureau, Administrative Services Division, Corporations and Taxation	1
5	Senior Tax Examiner	State	Excises Bureau, State Taxes Division, Corporations and Taxation	5
5	Principal Assessing Clerk (Fiduciary Unit)	State	Income Tax Bureau, State Taxes Division, Corporations and Taxation	5
5	Senior Assessing Clerk	State	Inheritance Tax Bureau, State Taxes Division, Corporations and Taxation	10
5	Department Courier, PWD	State	Public Works	2
5	Electrician Foreman	State	Public Works	6
5	Lock and Draw Operator	State	Public Works	6
5	Principal Statistical Machine Operator	State	Public Works	5
5	Head Administrative Assistant	State	Registry of Motor Vehicles	3
5	Senior Civil Engineer	Boston	Engineering Division, Public Works	1
5	Supervisor of Incineration	Boston	Sanitary Division, Public Works	3
5	Cafeteria Manager	Boston	School	26
5	Senior Clerk-Stenographer	Arlington	Town Manager	1
5	Assistant Superintendent of Wires (Fire and Police Signal Systems)	Brockline	Fire	2
5	Police Chief	Chelsea	Police	4
5	Social Work Supervisor	Fall River	Welfare	8
5	Cemetery Superintendent	Fitchburg	Cemetery	9
5	Social Work Supervisor	Lawrence	Health and Charities	10
5	Golf Course Foreman	Lynn	Park	4
5	Social Work Supervisor	Medford	Welfare	2
5	Civil Engineer, Grade 2	New Bedford	Public Works	2
5	Social Work Supervisor	Newton	Welfare	1
5	Water Construction Foreman	Watertown	Water	4
5	Chief of Police	Winchendon	Police	1
5	Chief of Police	Winthrop	Police	5

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January 5	Principal Sanitarian	Worcester	Health	5
12	Senior Clerk-- Stenographer	State	Milk Control Commission, Agriculture	1
12	Chief Fiduciary Clerk	State	Income Tax Bureau, State Taxes Division, Corporations and Taxation	1
12	Junior Assessing Clerk	State	Inheritance Tax Bureau, State Taxes Division, Corporations and Taxation	4
12	Principal Assessing Clerk	State	Inheritance Tax Bureau, State Taxes Division, Corporations and Taxation	6
12	Principal Clerk	State	Massachusetts Correction-- al Institution (Bridgewater) Correction	6
12	Industrial Instructor (Sewing, Including Flag Making)	State	Massachusetts Correction-- al Institution (Framingham) Correction	1
12	Head Administrative Clerk	State	Elementary and Secondary Education Division, Education	1
12	Senior Statistical Clerk	State	Mental Health	13
12	Chief of Lawrence Experiment Station	State	Sanitary Engineering Division, Public Health	4
12	Chief X-Ray Technician (Excluding Institu- tions)	State	Public Health	2
12	Senior Bookkeeper	State	Public Welfare	13
12	Assistant Chemist	State	Public Works	7
12	Motor Equipment Repair Foreman (4-Wheel Drive)	State	Public Works	6
12	Chief Administrative Clerk	State	Registry of Motor Vehicles	1
12	Storekeeper	State	Registry of Motor Vehicles	5
12	Authorizing Agent for Veterans' Services	State	Veterans' Services	1
12	Bath Custodian	Boston	Parks and Recreation	11
12	Police Captain	Falmouth	Police	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January				
12	Water System Foreman	Gloucester	Public Works	3
12	Senior Clerk-Typist	Quincy	Assessors	3
12	Account Clerk	Somerville	School	1
12	Principal Social Work Supervisor	Springfield	Welfare	2
19	Procedures Analyst	State	Comptroller's Bureau, Administration and Finance	5
19	Sewage Treatment Plant Maintenance Mechanic	State	M.D.C., Sewerage	4
19	Steam Fireman	State	M.D.C., Water	2
19	Senior Clerk-Typist (Medical Record Office)	State	Pondville Hospital, Public Health	4
19	Administrative Assistant (Personnel Section)	State	Registry of Motor Vehicles	1
19	Senior Law Clerk and Investigator	Boston	Law	1
19	Assistant Superintendent of Cemetery	Brookline	Cemetery	1
19	Highway Foreman	Dedham	Public Works	3
19	Police Lieutenant	Newburyport	Police	3
19	Diesel Power Plant Operator and Maintenance Man	Peabody	Municipal Lighting	8
19	Head Clerk	Quincy	Fire	1
19	Fire Fighter and Master Mechanic, Fire Department	Wakefield	Fire	2
19	Police Lieutenant	Winthrop	Police	12
26	Senior Clerk-Typist	State	Analysis and Processing Bureau, Administrative Services Division, Corporations and Taxation	2
26	Head Duplicating Machine Operator, DES	State	Employment Security	2
26	Senior Clerk	State	Employment Security	124
26	Senior Clerk-Typist	State	Registry of Motor Vehicles	3
26	Semi-Senior Accountant	State	Secretary of the Commonwealth	5
26	Principal Archives Assistant	State	Auditing	3
26	City Auditor	Boston	City Hospital, Hospital	2
26	Junior Bacteriologist	Boston	Highway Division, Public Works	69
26	Highway Maintenance Inspector	Boston		

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January				
26	Supervisor of Incinerator Maintenance	Boston	Sanitary Division, Public Works	1
26	Senior Civil Engineer	Boston	Sewer Division, Public Works	3
26	Civil Engineer, Grade 4	Brockton	Engineering	1
26	Police Sergeant	Hull	Police	5
26	Police Sergeant	Medford	Police	31
26	Police Sergeant	Rockland	Police	11
26	Senior Clerk-Typist	Springfield	Personnel	1
26	Police Sergeant	Stoneham	Police	7
26	Police Sergeant	Tisbury	Police	1
26	Waste Collection Foreman	Waltham	Public Works	2
26	Police Sergeant	Winthrop	Police	11
26	Cemetery Foreman	Worcester	Cemetery	3
26	Principal Clerk & Typist (Surgical Service)	Worcester	City Hospital	6
26	Senior Clerk-Stenographer	Worcester	Welfare	11
February				
2	Principal Sanitary Engineer	State	Building Construction Division, Administration and Finance	2
2	Supervisor of Methods, DES	State	Employment Security	14
2	Head Clerk	State	Industrial Accidents	10
2	Principal Clerk	State	Industrial Accidents	14
2	Senior Statistical Clerk	State	Statistics Division, Labor and Industries	1
2	Senior Clerk	State	Public Safety	9
2	Senior Clerk-Typist	State	Public Works	18
2	Senior General Construction Inspector (Highways)	State	Registry of Motor Vehicles	16
2	Chief Supervisor of Special Services	Attleboro	Fire	10
2	Chief of Survey Party, Grade III	Newton	Engineering	4
2	Senior Clerk-Typist	Worcester	Auditing	3
9	Assistant Supervisor of Information	State	Employment Security	40
9	Senior Library Assistant	State	Employment Security	4
9	Statistician	State	Employment Security	9
9	Senior Clerk-Stenographer	State	Minimum Wage Division, Labor and Industries	3

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February				
9	Senior Clerk-Stenographer	State	Public Health	10
9	Senior Bookkeeper	State	Public Safety	8
9	Assistant Director of Field Operations	State	Public Welfare	2
9	Director of Field Operations	State	Public Welfare	4
9	Senior Clerk-Stenographer	State	Public Welfare	18
9	Head Administrative Clerk	State	Public Works	7
9	Head Clerk	State	Public Works	32
9	Semi-Senior Accountant	State	Public Works	19
9	Senior Statistical Machine Operator	Boston	Assessing	3
9	Senior Account Clerk	Boston	Public Works	4
9	Personnel Assistant	Boston	Welfare	3
9	Deputy Fire Chief	Attleboro	Fire	9
9	Fire Captain	Belmont	Fire	4
9	Fire Captain	Falmouth	Fire	7
9	Fire Captain	Gardner	Fire	2
9	Deputy Fire Chief	Natick	Fire	8
9	Assistant Director of Veterans' Services	Quincy	Veterans' Services	2
9	Senior Building Custodian	Taunton	School	14
9	Superintendent of Police and Fire Signal Systems	West Springfield	Fire	6
16	Fireman-Janitor	State	State College at Worcester, Education	1
16	Principal Statistical Machine Operator	State	Employment Security	16
16	Review Examiner, DES	State	Employment Security	34
16	Diesel Power Plant Operator	State	M.D.C., Water	7
16	Senior Clerk-Stenographer	State	Soldiers' Home in Massachusetts (Chelsea)	4
16	Senior Clerk-Typist	Boston	Long Island Hospital, Hospital	1
16	Fire Lieutenant	Belmont	Fire	17
16	Forestry Foreman	Brookline	Forestry	1
16	Assistant Planning Director	Lowell	Planning	2
16	Fire Lieutenant	Mansfield	Fire	3
16	Fire Lieutenant	Milford	Fire	8
16	Senior Clerk-Typist	Worcester	Purchasing	5

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
2	Administrative Assistant	State	Employment Security	14
2	Disputed Claims Adjuster, D.E.S.	State	Employment Security	28
2	Principal Statistical Clerk	State	Employment Security	16
2	Electric Station Operator	State	Hydro-Electric Power Stations, M.D.C., Water	1
2	Junior Accountant	State	Public Health	1
2	Senior Chemist	State	Food and Drugs Division, Public Health	1
2	Deputy Fire Chief	Boston	Fire	10
2	Senior Building Custodian	Burlington	School	8
2	Highway Foreman	Franklin	Public Works	1
2	Assistant Diesel and Electric Water Pumping Station Operator and Working Foreman Water System Laborer	Taunton	Water	1
2	Principal Clerk	Worcester	Purchasing	5
9	Assistant Supervisor of Training, D.E.S.	State	Employment Security	29
9	Principal Clerk, D.E.S.	State	Employment Security	41
9	Supervisor of Business Management, D.E.S.	State	Employment Security	15
9	Administrative Assistant (Commissioner's Office)	State	M.D.C., Administration	2
9	Administrative Assistant (Secretary's Office)	State	M.D.C., Administration	2
9	Electric Station Operator	State	Pumping Service Stations, M.D.C., Water	10
9	Senior Clerk-Stenographer (Boston Office)	State	M.D.C., Water	1
9	Senior Clerk-Typist (Medical Records Section)	State	Lemuel Shattuck Hospital, Public Health	6
9	District Fire Chief	Boston	Fire	1
9	Supervisor of School Cafeterias	Franklin	School	1
9	Senior Clerk-Stenographer	Worcester	City Hospital	3
9	Buyer	Worcester	Purchasing	2
16	Tax Counsel (Income Tax Section)	State	Legal Bureau, Administrative Services Division, Corporations and Taxation	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March 16	Assistant Employment Service Supervisor, DES	State	Employment Security	53
16	Commercial Motor Vehicle Investigator	State	Public Utilities	10
16	Senior Accountant	State	Public Welfare	2
16	Senior Statistical Clerk	State	Public Welfare	12
16	Maintenance Mechanic Foreman, Central Office	Boston	Public Works	3
16	Senior Clerk-Stenographer	Boston	Traffic and Parking	1
16	Accountant (Administrative Accounting)	Boston	Welfare	3
16	School Cafeteria Manager	Milton	School	4
16	Forestry Foreman	Quincy	Public Works	1
16	Signal Maintenance Foreman	Somerville	Electric Lines and Lights Division, Public Works	1
16	Electronic Computer Programmer	Springfield	Tabulating	1
23	Head Interviewer, D.E.S.	State	Employment Security	114
23	Assistant Superintendent of Locks and Drawbridges	State	M.D.C., Park Engineering	8
23	Senior Bookkeeper	State	Soldiers' Home in Massachusetts (Chelsea)	1
23	Senior Statistical Machine Operator	Boston	Auditing	1
23	Principal Clerk and Typist	Boston	Parks and Recreation	3
23	Senior Clerk-Typist	Boston	Veterans' Services	5
23	Senior Accounting Machine Operator	Holyoke	School	2
23	Wire Inspector	Somerville	Public Works	1
30	Senior Accountant, Comptroller's Bureau	State	Comptroller's Division, Administration and Finance	3
30	Principal Budget Examiner	State	Personnel and Standard-ization Division, Administration and Finance	3
30	Principal Interviewer, DES	State	Employment Security	182
30	Senior Clerk Interviewer, DES	State	Employment Security	165

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March 30	Principal Clerk and Secretary to Department Head	State	Public Welfare	7
30	Principal Accounting Machine Operator	Boston	Auditing	1
30	Principal Clerk	Boston	Auditing	4
30	Head Clerk	Boston	City Clerk	2
30	Senior Pension Examiner	Boston	Retirement	1
30	Junior Civil Engineer	Melrose	Public Works	1
30	Senior Building Custodian	Woburn	School	7
April 6	Head Administrative Voucher Examiner	State	Comptroller's Division, Administration and Finance	1
6	Senior Clerk	State	Analysis and Processing Bureau, Administrative Services Division, Corporations and Taxation	1
6	Senior Tax Examiner	State	Income Tax Bureau and Bureau of District Offices, State Taxes Division, Corporations and Taxation	30
6	Senior Clerk-Stenographer	State	Corporations and Taxation	11
6	Senior Clerk	State	Institutional Service, Correction	17
6	Senior Clerk-Typist	State	Education	21
6	Senior Clerk-Typist	State	Employment Security	22
6	Labor Market Economist	State	Public Welfare	8
6	Principal Statistical Clerk	State	Public Welfare	8
6	Motor Equipment Tester Foreman (4-Wheel Drive)	State	Public Works	8
6	Senior Clerk-Stenographer	State	Highways Division, Public Works	19
6	Senior Clerk	State	Registry of Motor Vehicles	107
6	Senior Clerk-Typist	State	Registry of Motor Vehicles	3
6	Senior Clerk-Stenographer	State	Registry of Motor Vehicles	3
6	Senior Clerk-Stenographer	Boston	Parks and Recreation	2
6	Permit Supervisor, Central Office	Boston	Public Works	1
6	Storekeeper	Boston	School Buildings	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April				
6	Senior Traffic Engineer	Boston	Traffic and Parking	4
6	Chief of Police	Burlington	Police	4
6	Deputy Chief of Police	Holyoke	Police	7
6	Superintendent of Police	Lowell	Police	8
6	Water Registrar	Marlborough	Public Works	2
6	Deputy Chief of Police	Northbridge	Police	4
20	Police Captain	Chicopee	Police	7
20	Police Captain	Holyoke	Police	5
27	Diesel Power Plant Operator	State	(Nut Island Sewage Treatment Plant) M.D.C., Sewerage	14
27	Supervising Tree Surgeon, P.W.D.	State	Public Works	48
27	Senior Programmer	State	Registry of Motor Vehicles	4
27	Principal City Hospital Guard	Boston	City Hospital, Hospital	6
27	Senior Budget Analyst	Boston	City Hospital, Hospital	1
27	Assistant Chef	Boston	Long Island Hospital, Hospital	2
27	Deputy Master, House of Correction	Boston	Penal Institutions	28
27	Assistant Director of Traffic Safety Education	Boston	Traffic and Parking	4
27	Police Lieutenant	Braintree	Police	11
27	Lieutenant Detective	Chicopee	Police	5
27	Park Foreman, Park Division	Fall River	Park	6
27	Senior Clerk-Typist	Framingham	Welfare	3
27	Elevator Inspector, Public Property Division	Lawrence	Public Property and Parks	1
27	Police Lieutenant	Needham	Police	4
27	Police Lieutenant	Revere	Police	9
27	Police Lieutenant	Stoneham	Police	4
27	Principal Clerk	Worcester	Auditing	3
27	Principal Clerk	Worcester	City Clerk	2
27	Head Clerk	Worcester	Public Works	7
27	Senior Yard Clerk	Worcester	Public Works	6
May 4	Associate Civil Engineer (Construction Supervising Section)	State	Building Construction Bureau, Central Services Division, Administration and Finance	3

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May 4	Administrative Assistant	State	Highways Division, Public Works	6
4	Head Administrative Clerk (Chief Accountant's Office)	State	Registry of Motor Vehicles	2
4	Supervisor of Special Services, R.M.V.	State	Registry of Motor Vehicles	46
4	Lieutenant	Boston	Police	83
4	Inspector of Fire Alarm and Police Signal Apparatus	Cambridge	Electrical	2
4	Police Sergeant	Chicopee	Police	28
4	Deputy Fire Chief and Superintendent of Fire Alarm	Greenfield	Fire	4
4	Chief, Fire Department	Hull	Fire	5
4	Police Sergeant	Melrose	Police	10
4	Police Sergeant	Needham	Police	9
4	Street and Sewer Foreman	Peabody	Public Works	3
4	Deputy Fire Chief	Revere	Fire	7
4	Police Sergeant	Revere	Police	20
4	Yard Clerk	Westfield	Water	1
4	Senior Sanitarian	Worcester	Health	3
11	Building Construction Plans and Specification Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	3
11	Head Administrative Clerk	State	Agriculture	2
11	Carpenter Foreman	State	Massachusetts Correctional Institution (Norfolk) Correction	3
11	Employment Counselor, DES	State	Employment Security	67
11	Senior Supervisor in Education	State	Massachusetts Rehabilitation	24
11	Construction and Maintenance Foreman, Department of Natural Resources	State	Marine Fisheries Division, Natural Resources	1
11	District Highway Equipment Foreman	State	Public Works	9
11	Senior Clerk Senior Clerk-Typist	Boston	City Hospital, Hospital	29

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May				
11	Senior Clerk-Typist	Boston	Law	1
11	Senior Clerk	Boston	Public Works	9
11	Senior Clerk-Typist			
11	Senior Clerk-Stenographer	Boston	Public Works	2
11	Senior Clerk-Typist	Chelsea	Welfare	4
11	Fire Lieutenant	Hudson	Fire	4
11	Fire Captain	Ipswich	Fire	3
11	Fire Captain	Revere	Fire	9
18	Building Construction Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	3
18	Principal Clerk	State	Application Bureau, Civil Service and Registration	3
18	Senior Prison Camp Officer	State	Prison Camps Division, Correction	10
18	Supervisor of Prison Camps	State	Prison Camps Division, Correction	3
18	Institution Chief Power Plant Engineer, Grade C	State	Pondville Hospital, Public Health	1
18	Senior Clerk-Typist (Treasurer's Office)	State	Pondville Hospital, Public Health	2
18	Chief of Laboratory	State	Sanitary Engineering Division, Public Health	6
18	Highway Maintenance Foreman	State	Public Works	38
18	Associate Structural Engineer	State	Highways Division, Public Works	13
18	Principal Highway Traffic Inspector	State	Highways Division, Public Works	9
18	Senior Chemist	State	Highways Division, Public Works	7
18	Senior Clerk	State	Secretary of the Commonwealth	4
18	Senior Clerk-Typist			
18	Principal Clerk and Typist	Boston	Purchasing Division, Administrative Services	2
18	General Foreman of Mechanics and Craftsmen	Boston	Parks and Recreation	2
18	Senior Building Custodian	Brockton	Building	2
18	Senior Building Custodian	Chicopee	School	14

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May 18	Head Clerk	Fall River	Veterans' Benefits	2
18	Fire Lieutenant	Fitchburg	Fire	8
18	Senior Building Custodian	Malden	School	7
18	Fire Fighter and Assistant Lineman	Methuen	Fire	1
18	Signal Maintenance Foreman	Newton	Wire	2
18	Fire Lieutenant	Plymouth	Fire	2
18	Parking Meter Maintenance Foreman	Quincy	Parking Areas	1
18	Traffic Sign and Paint Shop Foreman	Quincy	Police	1
18	Fire Lieutenant	Revere	Fire	28
18	Senior Building Custodian	Tewksbury	School	4
18	Junior Civil Engineer, Grade III	Worcester	Public Works	10
25	Associate Civil Engineer (Plan Examining Section)	State	Building Construction Bureau, Central Services Division, Administration and Finance	2
25	Senior Sanitary Engineer	State	Sanitary Engineering Division, Public Health	6
25	Assistant Structural Engineer	State	Highways Division, Public Works	91
25	Principal Structural Engineer	State	Highways Division, Public Works	5
25	Senior Structural Engineer	State	Highways Division, Public Works	10
25	Associate Civil Engineer	State	Waterways Division, Public Works	3
25	Sergeant	Boston	Police	593
June 1	Associate Civil Engineer	State	Highways Division, Public Works	148
1	Principal Civil Engineer	State	Waterways Division, Public Works	7
1	Senior Clerk	Boston	Parks and Recreation	1
1	General Public Works Foreman	Beverly	Highway Division, Public Works	1
1	Refuse Collection and Disposal Superintendent	Brockton	Ash Division, Health	1
1	Civil Engineer, Grade IV	New Bedford	Public Works	1
1	Senior Clerk-Typist	Salem	Auditing	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 1	Assistant Deputy Superintendent of Streets	Springfield	Streets and Engineering	2
1	Senior Clerk-Stenographer	Watertown	Welfare	1
8	Senior Civil Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	3
8	Principal Bookkeeper	State	Bradford-Durfee College of Technology, Education	1
8	Head Administrative Assistant	State	Mental Health	3
8	Senior Clerk-Stenographer	State	Pondville Hospital, Public Health	1
8	Bridge Engineer	State	Highways Division, Public Works	6
8	Principal Civil Engineer	State	Highways Division, Public Works	113
8	Supervising Structural Engineer	State	Highways Division, Public Works	6
8	Senior Civil Engineer	State	Waterways Division, Public Works	5
8	Ambulance Driver	Boston	City Hospital, Hospital	1
8	Senior Research Laboratory Technician (Blood Bank)	Boston	City Hospital, Hospital	1
8	Executive Secretary, Veterans' Services Department	Boston	Veterans' Services	1
8	Principal Veterans' Services Supervisor	Boston	Veterans' Services	2
8	Principal Clerk	Boston	Welfare	37
8	Superintendent of Parks	Everett	Park	3
8	Sewage Pumping Station Operator	Gloucester	Public Works	1
8	Senior Building Custodian	Lynn	School	18
8	Senior Clerk-Stenographer	Melrose	School	1
8	Senior Building Custodian	Milton	School	1
8	Assistant Commissioner of Public Works	New Bedford	Public Works	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 8	Senior Building Custodian	Newton	School	25
8	Senior Building Custodian	Springfield	School	32
8	Chief Supervisor of Attendance	Worcester	School	2
22	Junior Assessing Clerk	State	Income Tax Bureau, State Taxes Division, Corporations and Taxation	4
22	Senior Civil Engineer	State	Highways Division, Public Works	210
22	Principal Clerk	State	Waterways Division, Public Works	1
22	Senior Clerk-Typist	Boston	Building	2
22	Head Cashier	Boston	City Hospital, Hospital	3
22	Executive Secretary, Penal Institutions	Boston	Penal Institutions	1
22	Deputy Superintendent of Public Buildings	Boston	Building Division, Real Property	3
22	Head Clerk	Boston	Collecting Division, Treasury	10
22	Park Foreman	Fitchburg	Park and Recreation-Forestry	7
22	Water Meter Reader	Fitchburg	Public Works	1
22	Head Clerk	Haverhill	Public Works	1
22	Electric Water Pumping Station Operator	Lawrence	Engineering	3
22	Supervising School Nurse	Norwood	School	1
22	Senior Accountant	Pittsfield	Welfare	1
22	Senior Clerk-Typist	Watertown	Recreation	1
29	Principal Actuarial Clerk	State	Insurance Division, Banking and Insurance	3
29	Senior Clerk-Typist	State	Insurance Division, Banking and Insurance	12
29	Supervisor of Rehabilitation	State	Industrial Accidents	4
29	Principal Clerk	State	Massachusetts Rehabilitation	11
29	Assistant Civil Engineer	State	Highways Division, Public Works	302
29	Senior Clerk	State	Highways Division, Public Works	44
29	Senior Clerk-Typist	State	Public Works	
29	Foreman of Type Construction	Boston	Printing Section, Purchasing Division, Administrative Services	5

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 29	Senior Cashier	Boston	Central Office, Public Works	1
29	Paymaster	Boston	Veterans' Services	1
29	Senior Building Custodian	Boston	Welfare	1
29	Electric Station Operator	Norwood	Municipal Light	2
29	Senior Building Custodian	Shrewsbury	Public Buildings	5
29	Senior Clerk-Typist	Springfield	School	14
29	Incinerator Foreman	Worcester	Public Works	4
July 12	Highway Engineer	State	Public Works	29
12	Senior Clerk-Stenographer	Boston	Law	1
12	Inspector of Wires	Pittsfield	Inspector of Wires	1
16	Highway and Structures Engineers	State	Highways Division, Public Works	9
19	Electric Station Operator	State	M.D.C., Sewerage	7
19	Motor Equipment Repair Foreman	State	M.D.C., Water	10
19	Supervising Civil Engineer	State	Highways Division, Public Works	30
19	Head Clerk	Boston	Penal Institutions	1
19	Assistant Civil Engineer (Survey Section)	Boston	Engineering Division, Public Works	7
19	Senior Clerk-Typist	Abington	Welfare	1
19	Head Clerk	Arlington	Welfare	1
19	Social Work Supervisor	Everett	Welfare	4
19	Assistant Superintendent of Fire and Police Signal System	Malden	Fire	5
19	Senior Clerk-Typist	New Bedford	Health	2
19	Public Relations Representative	Newton	Street	3
19	Principal Clerk	Quincy	Public Burial Places	1
20	Senior Bookkeeper	State	Worcester State Hospital, Mental Health	2
20	Superintendent of the Fire Alarm Division	Holyoke	Fire	6
23	Police Lieutenant	Arlington	Police	5
23	Police Lieutenant	Dedham	Police	4
23	Police Lieutenant	Norwood	Police	8
23	Police Lieutenant	Salem	Police	4
23	Police Lieutenant	Springfield	Police	10

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July				
23	Police Lieutenant	West Bridgewater	Police	1
26	Senior Clerk	State	Industrial Safety Division, Labor and Industries	3
26	District Highway Engineer	State	Highways Division, Public Works	27
26	Assistant Civil Engineer (Construction Section)	Boston	Engineering Division, Public Works	9
26	Principal Clerk (Central Mailing Unit)	Boston	Collecting Division, Treasury	1
26	Plumbing and Gas Fitting Inspector	Holyoke	Health	1
26	Sewage Treatment Plant Operator and Sewer System Maintenance Man	Northampton	Public Works	1
26	Laundry Supervisor	Worcester	City Hospital	2
30	Police Sergeant	Arlington	Police	20
30	Police Sergeant	Dedham	Police	10
30	Police Sergeant	Hingham	Police	11
30	Police Sergeant	Marlborough	Police	5
30	Police Sergeant	Salem	Police	23
30	Police Sergeant	Sudbury	Police	4
30	Police Sergeant	West Bridgewater	Police	1
August				
2	Contract Engineer	State	Highways Division, Public Works	3
2	Hospital Housekeeper	Quincy	City Hospital	1
3	Supervising Correction Officer	State	Massachusetts Correctional Institution (Bridgewater) Correction	46
3	Supervising Correction Officer	State	Massachusetts Correctional Institution (Concord) Correction	15
3	Supervising Correction Officer	State	Massachusetts Correctional Institution (Norfolk) Correction	15
3	Supervising Correction Officer	State	Massachusetts Correctional Institution (Walpole) Correction	27
6	Deputy Fire Chief	Andover	Fire	6
6	Deputy Fire Chief	Belmont	Fire	4
6	Fire Chief	New Bedford	Fire	4
6	Deputy Fire Chief	Randolph	Fire	5

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August 9	Market Investigator (Wholesale Markets)	State	Market News Service, Agriculture	2
9	Supervising Milk Control Investigator	State	Milk Control Commission, Agriculture	7
9	Market Investigator (Retail Food Stores)	State	Agriculture	2
9	Personnel Officer	Boston	Hospital	9
9	Senior Clerk	Boston	Welfare	79
9	Senior Clerk-Typist	West Springfield	School	1
9	Electroencephalograph Technician	Worcester	City Hospital	1
10	Senior Female Correction Officer	State	Correction	12
10	Senior Correction Officer	State	Massachusetts Correctional Institution (Bridgewater) Correction	89
10	Senior Correction Officer	State	Massachusetts Correctional Institution (Concord) Correction	37
10	Senior Correction Officer	State	Massachusetts Correctional Institution (Norfolk) Correction	39
10	Senior Correction Officer	State	Massachusetts Correctional Institution (Walpole) Correction	70
13	Fire Lieutenant	Andover	Fire	3
13	Fire Lieutenant	Gardner	Fire	3
13	Fire Lieutenant	Medford	Fire	32
13	Fire Lieutenant	Melrose	Fire	16
13	Fire Lieutenant	Wellesley	Fire	11
13	Fire Lieutenant	West Springfield	Fire	10
13	Fire Lieutenant	Winchester	Fire	8
16	Receiving Teller	State	Milk Control Commission, Agriculture	2
16	Semi-Senior Field Accountant, Auditor	State	Auditor	7
16	Supervising Field Accountant, Auditor	State	Auditor	4
16	Executive Secretary of Board of Examiners of Plumbers	State	Registration Division, Civil Service and Registration	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August 16	Senior Forest and Park Supervisor	State	Forests and Parks Division, Natural Resources	18
16	Chief Waterways Engineer	State	Waterways Division, Public Works	4
16	Principal Civil Engineer	Boston	Sanitary Division, Public Works	4
16	Head Clerk	Boston	Welfare	28
16	Public Works Foreman	Holyoke	Public Works	18
16	Public Health Nursing Supervisor	New Bedford	Health	1
16	Principal Storekeeper	Springfield	Streets and Engineering	10
16	Senior Storekeeper	Springfield	Streets and Engineering	5
17	Leader of Recreational Athletics (Swimming)	Brookline	Recreation	2
23	Construction and Maintenance Foreman, Department of Natural Resources	State	Fire Control Bureau, Forests and Parks Division, Natural Resources	4
23	Head Clerk	Boston	Election	5
23	Deposition Clerk	Boston	Registry Division, Health	2
23	Senior Engineering Aid	Boston	Public Works	1
23	Deputy Commissioner of Veterans' Benefits and Services	Boston	Veterans' Services	1
23	Senior Building Custodian	Easthampton	School	5
23	Yard Foreman and Storekeeper	North Adams	Public Works	1
23	Deputy Fire Chief	Norton	Fire	2
23	Senior Clerk-Typist	Watertown	Auditor	1
24	Senior Clerk and Billing Machine Operator	Taunton	Municipal Lighting	4
27	Fire Captain	Hull	Fire	4
27	Fire Captain	Lowell	Fire	14
27	Fire Captain	Medford	Fire	10
27	Fire Captain	Melrose	Fire	4
27	Fire Captain	Randolph	Fire	6
27	Fire Captain	Springfield	Fire	13
27	Fire Captain	Wellesley	Fire	5
September 7	Junior Civil Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September 7	Principal Civil Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	5
7	Principal Clerk	State	Building Construction Bureau, Central Services Division, Administration and Finance	2
7	Senior Accountant	State	Building Construction Bureau, Central Services Division, Administration and Finance	2
7	Senior Clerk	State	Building Construction Bureau, Central Services Division, Administration and Finance	2
7	Buyer	State	Purchasing Bureau, Administration and Finance	3
7	Carpenter Foreman	State	Massachusetts Correctional Institution (Bridgewater)	2
7	Carpenter Foreman	State	Massachusetts Correctional Institution (Concord)	4
7	Chief Statistical Machine Operator	State	Employment Security	14
7	Division of Employment Security Counsel	State	Employment Security	7
7	Supervisor in Education	State	Massachusetts Rehabilitation	23
7	Senior Bookkeeper	State	Belchertown State School, Mental Health	1
7	Chief Power Plant Engineer, Grade A	State	M.D.C., Sewerage	3
7	Senior Clerk-Typist	State	Western Massachusetts Hospital, Public Health	2
7	Supervisor of Securities Investigation	State	Investigation of Securities Division, Public Utilities	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
7	Statistician	State	Secretary of the Commonwealth	4
7	Traffic Investigator	Boston	Traffic and Parking	2
7	Senior Clerk-Typist	Fitchburg	City Auditor	1
7	Principal Accountant	Springfield	City Auditor	1
7	Senior Civil Engineer, Grade V	Worcester	Public Works	7
14	Senior Budget Examiner	State	Budget Bureau, Fiscal Affairs Division, Administration and Finance	3
14	Field Investigator, DES	State	Employment Security	59
14	Methods and Procedures Specialist, DES	State	Employment Security	17
14	Administrative Assistant to Commissioner	State	Public Works	9
14	Senior Bath Custodian	Boston	Parks and Recreation	3
14	Sanitarian	Brookline	Health	2
14	Superintendent of Public Property, Public Property Division	Lawrence	Public Property and Parks	2
14	Senior Clerk	Salem	Public Works	2
14	Principal Clerk	Worcester	Public Works	8
21	Curator	State	Secretary of the Commonwealth	1
21	Senior Building Custodian	Norwood	School	4
October				
5	Chief Administrative Clerk	State	Administrative Services Bureau, Administrative Services Division, Corporations and Taxation	1
5	Principal Clerk	State	Administrative Services Bureau, Administrative Services Division, Corporations and Taxation	2
5	Senior Clerk-Stenographer	State	Local Assessment Bureau, Local Finances Division, Corporations and Taxation	1
5	Assistant Supervisor of Benefits, DES	State	Employment Security	89

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October				
5	Assistant Supervisor of Property Management, DES	State	Employment Security	26
5	Employment Service District Superintendent	State	Employment Security	23
5	Head Clerk	State	Group Insurance Commission	1
5	Supervisor of Research and Statistics, Group Insurance Commission	State	Group Insurance Commission	1
5	Principal Clerk	State	Water Resources Division, Natural Resources	1
5	Captain of State Police Detectives	State	Public Safety	16
5	Principal X-Ray Technician	Boston	City Hospital, Hospital	2
5	Secretary to Assistant Superintendent	Boston	School	31
5	Chief Water Pumping Station Engineer	Fall River	Water	3
19	Senior Clerk	State	Administrative Services Bureau, Administrative Services Division, Corporations and Taxation	5
19	Principal Statistical Machine Operator	State	Analysis and Processing Bureau, Administrative Services Division, Corporations and Taxation	3
19	Electronic Tape Typewriter Operator	State	Employment Security	25
19	Employment Service Supervisor	State	Employment Security	21
19	Senior Statistical Clerk	State	Group Insurance Commission	1
19	Statistician	State	Group Insurance Commission	3
19	Senior Clerk-Typist	State#	Public Health	13
19	Supervising Smoke Abatement Inspector	State	Sanitary Engineering Division, Public Health	4
19	Head Public Health Social Worker	State	Western Massachusetts Hospital, Public Health	1
19	Principal Archives Assistant	State	Secretary of the Commonwealth	2

#Excluding Institutions

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October 19	Principal Clerk (Personnel Office)	State	Soldiers' Home in Massachusetts, (Chelsea)	1
19	Senior Statistical Machine Operator	Boston	Assessing	1
19	Egress Inspector	Boston	Building	3
19	Division Engineer	Boston	Engineering Division, Public Works	2
19	Administrative Secretary	Boston	School	32
19	Chief of Police	Abington	Police	6
19	Water Meter Reader	Arlington	Public Works	3
19	Senior Clerk-Typist	Beverly	Building and Electrician's	1
19	Superintendent of Scavenger Department	Brockton	Scavenger	1
19	Chief of Police	Dartmouth	Police	4
19	Principal Clerk and Stenographer	Everett	School	1
19	Junior Building Custodian	Fairhaven	School	1
19	Sanitation Foreman	Lawrence	Health	14
19	Chief of Police	Lee	Police	4
19	Senior Clerk	Leominster	Street and Sewer	1
19	Head Clerk	Lowell	School	1
19	Cemetery Foreman	Lynn	Cemetery	3
19	Time and Equipment Control Clerk	Malden	Public Works	2
19	Water Meter Reader and Water System Laborer	Milton	Water	2
19	Water System Foreman	Milton	Water	3
19	Superintendent of Public Works	North Reading	Public Works	2
19	Head Clerk	Quincy	Veterans' Services	2
19	Chief of Police	Saugus	Police	5
19	Police Chief	Springfield	Police	8
19	Senior Clerk-Typist	Worcester	Registrars of Voters	2
19	Senior Clerk-Typist	Northern Berkshire	Welfare	1
26	Police Captain	Agawam	Police	7
26	Police Captain	Brockton	Police	6
November 2	Principal Electrical Engineer	State	Building Construction Bureau, Central Services Division, Administration and Finance	2

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November 2	Semi-Senior Municipal Examiner	State	Accounts Bureau, Local Finances Division, Corporations and Taxation	19
2	Senior Tax Examiner	State	Inheritance Tax Bureau, State Taxes Division, Corporations and Taxation	2
2	Institution Maintenance Foreman	State	Massachusetts Correctional Institution (Walpole)	3
2	Senior Accountant	State	Correction Group Insurance Commission	5
2	Supervisor of Parks, MDC	State	M.D.C., Parks	2
2	Water Storage System Foreman	State	M.D.C., Water	40
2	Motor Equipment Repair Foreman	State#	Natural Resources	1
2	Assistant Supervisor of Securities Investigation	State	Investigation of Securities Division, Public Utilities	2
2	Research Assessor	Boston	Assessing	4
2	Head Clerk	Boston	Health Division, Health	6
2	Principal Clerk and Stenographer	Boston	Health Division, Health	1
2	Principal Clerk and Typist	Boston	Health Division, Health	8
2	Senior Clerk-Typist	Boston	Health Division, Health	8
2	Disability Pension Investigator	Boston	Retirement	2
2	Head Account Clerk, Personnel Office	Boston	School	7
2	Principal Clerk and Stenographer	Arlington	Town Manager	1
2	Police Lieutenant	Attleboro	Police	9
2	Police Lieutenant	Brockton	Police	11
2	Police Lieutenant	Lawrence	Police	9
2	Highway Foreman	Medford	Highway	6
2	Social Work Supervisor	New Bedford	Old Age Assistance Division, Welfare	3
2	Water System Foreman	North Adams	Public Works	2
2	Principal Clerk	Salem	Public Property	1
2	Senior Clerk-Typist	Springfield	Public Works	1
2	Water Supply Supervisor	Springfield	Water	2

#Excluding Fisheries and Game

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November				
2	Police Lieutenant	Winchester	Police	11
2	Principal Bookkeeper	Worcester	Boys' Trade High School	4
2	Assistant Traffic Engineer	Worcester	Planning	2
2	General Sewer Foreman	Worcester	Public Works	10
9	Principal Clerk (Miscellaneous Tax Section)	State	Corporations Bureau, State Taxes Division, Corporations and Taxation	1
9	Semi-Senior Accountant	State	Group Insurance Commission	4
9	Senior Clerk- Stenographer	Boston	Health Division, Health	1
9	Head Account Clerk, Payroll Office	Boston	School	2
9	School Cafeteria Manager	Brockton	School	11
9	Deputy Fire Chief	Greenfield	Fire	6
9	Senior Clerk- Stenographer	Holyoke	School	1
9	Deputy Fire Chief	Malden	Fire	8
9	Chief of Fire Department	Saugus	Fire	4
9	Deputy Fire Chief	West Springfield	Fire	5
9	Senior Clerk- Stenographer	Worcester	School	6
16	Statistical Machine Operator	State	Civil Service and Registration	2
16	Principal Assessing Clerk	State	Corporations Bureau, State Taxes Division, Corporations and Taxation	4
16	Senior Assessing Clerk	State	Corporations Bureau, State Taxes Division, Corporations and Taxation	2
16	Senior Clerk- Stenographer	State	Employment Security	16
16	Senior Statistical Clerk	State	Employment Security	21
16	Junior Field Accountant	State	Group Insurance Commission	3
16	Senior Statistical Clerk	State	Secretary of the Commonwealth	3
16	Cashier	Boston	Health Division, Health	1
16	Senior Cashier	Boston	Health Division, Health	3

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November 16	Third Class Stationary Engineer	Boston	City Hospital, Hospital	6
16	Head Account Clerk	Boston	Audio-Visual Instruction, School	1
16	Fire Captain	Attleboro	Fire	18
16	Water System Foreman	Attleboro	Public Works	2
16	Fire Captain	Chicopee	Fire	21
16	Fire Captain	Falmouth	Fire	5
16	Senior Building Custodian	Marlborough	School	5
16	School Building Maintenance Foreman	New Bedford	School	3
16	Senior Medical Stenographer	Quincy	City Hospital	1
16	Fire Captain	Reading	Fire	4
16	Fire Captain	Winchester	Fire	7
23	Senior Assessing Clerk	State	Income Tax Bureau, State Taxes Division, Corporations and Taxation	5
23	Receiving Teller	State	Group Insurance Commission	3
23	Director of Public Health Nurses	Boston	Health Division, Health	3
23	Supervising Public Health Nurse	Boston	Health Division, Health	9
23	Principal Account Clerk-School Secretary	Boston	School	12
23	Police Sergeant	Brockton	Police	50
23	Police Sergeant	Middleborough	Police	5
23	Police Sergeant	Randolph	Police	6
23	Police Sergeant	Saugus	Police	8
23	Fire Fighter and Master Mechanic, Fire Department	Wakefield	Fire	2
30	Principal Account Clerk	Boston	School	3
30	Fire Lieutenant	Beverly	Fire	10
30	Fire Lieutenant	Reading	Fire	10
30	Fire Lieutenant	Saugus	Fire	11
30	Fire Lieutenant	Wakefield	Fire	6

STATISTICS

NON-COMPETITIVE OR QUALIFYING EXAMINATIONS AUTHORIZED

1. Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A.

The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who had been employed in the next lower grade at least three years. (The average length of service of these persons was fifteen years, four months, at the date of authorization.)

394

2. Other qualifying examinations under Chapter 31:

Under Section 47A.

Offices and positions placed under civil service by statute.

147

3. Qualifying examinations under special legislation.

Positions placed under civil service by statutes which provided that the incumbents be given such examinations.

587

Positions placed under civil service by Executive Order Number 42, as amended, which provided that certain incumbents be given such examinations.

5

4. Veterans' promotional qualifying examinations in accordance with Chapter 708, Acts of 1941, as amended.

13

Total

1,146

PRACTICAL TESTS

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Fire Apparatus Repairman	Springfield Fire	3	-
Highway Machinery Foreman	State Public Works	7	6
Lifeguard	Statewide	451	139
Motor Equipment Repairman	State Public Works	9	1
Service Maintenance Repairman	Holyoke Gas & Electric	1	-
Sign Painter	State	<u>-</u>	<u>5</u>
Totals		471	151

SUMMARY OF OFFICIAL SERVICE EXAMINATIONS

SERVICE	NUMBER OF EXAMINATIONS HELD					NUMBER NOTIFIED	NUMBER EXAMINED		
	Entrance		Promotion		Total		Males	Females	Total
	Comp.	Non-Comp.	Comp.	Qual.					
STATEWIDE	23	-	-	-	23	20,508	7,354	8,448	15,802
STATE	298	7	252	130	687	18,837	9,940	4,518	14,458
BOSTON	76	3	104	54	237	2,924	1,609	768	2,377
OTHER CITIES AND TOWNS	429	154	287	211	1,081	5,033	3,214	1,095	4,309
WELFARE DISTRICTS	-	-	1	-	1	1	-	1	1
TOTALS	826	164	644	395	2,029	47,303	22,117	14,830	36,947

COMPARATIVE TABLE

1963	826	164	644	395	2,029	47,303	22,117	14,830	36,947
1962	621	54	517	267	1,459	34,885	15,123	11,339	26,462
1961	651	45	561	463	1,720	35,014	17,575	9,826	27,401
1960	658	128	486	403	1,675	29,619	13,373	10,130	23,503
1959	446	47	362	428	1,283	35,149	18,071	9,676	27,747
1958	564	160	363	412	1,499	29,781	14,885	8,389	23,274
1957	654	112	391	393	1,550	28,030	12,342	6,250	18,592
1956	557	260	427	318	1,562	28,162	12,746	6,145	18,891
1955	572	143	343	412	1,470	34,242	17,725	5,164	22,889
1954	535	299	297	335	1,466	31,185	13,042	7,469	20,511

SUMMARY OF OFFICIAL SERVICE - TEN YEAR COMPARATIVE TABLE

	NUMBER PASSING EXAMINATIONS							
YEAR	MALES			FEMALES				TOTAL
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	
1963	369	4,011	2,467	7	100	4	4,249	11,207
1962	410	4,050	2,358	3	71	4	6,648	13,544
1961	541	3,780	2,115	6	72	4	6,682	13,200
1960	463	4,954	2,477	4	101	3	6,261	14,263
1959	482	3,122	1,835	6	100	7	6,723	12,275
1958	468	4,680	1,688	6	109	9	5,288	12,248
1957	427	3,794	1,334	5	73	5	2,550	8,188
1956	510	4,177	1,406	7	110	22	5,679	11,911
1955	775	3,758	1,149	12	100	7	2,954	8,755
1954	618	4,790	1,639	10	180	17	4,756	12,010

NUMBER OF APPLICATIONS FILED

TEN YEAR SUMMARY

Year	Official Service	Labor Service	Total
1963	52,695	18,452	71,147
1962	42,401	11,809	54,210
1961	41,837	11,013	52,850
1960	34,304	9,848	44,152
1959	40,233	11,930	52,163
1958	32,060	16,767	48,827
1957	31,084	11,895	42,979
1956	28,899	9,634	38,533
1955	42,319	13,363	55,682
1954	25,688	14,924	40,612

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF

POLICE OR COURT RECORD

	OFFICIAL SERVICE	LABOR SERVICE	Total
State	85	497	583
Boston	57	284	341
Other Cities and Towns	140	738	878
Total	283	1,519	1,802

NUMBER OF PHYSICAL EXAMINATIONS

	OFFICIAL SERVICE	LABOR SERVICE	Total
Number Examined	7,302	4,489	11,791
Number Passed	6,183	4,088	10,271

ELIGIBLE LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED			NUMBER EXAMINED			NUMBER PASSED										NUMBER FAILED
	ENTRANCE	PROMOTIONS	TOTAL	MALES	FEMALES	TOTAL	MALES			FEMALES				TOTAL			
							DISABLED VETERANS	VETERANS	NON- VETERANS	DISABLED VETERANS	VETERANS	GOLD STAR	NON- VETERANS				
STATE- WIDE	19	-	19	5535	2599	8134	70	604	1082	1	12	-	1560	3329	4805		
STATE	256	203	459	8917	4018	12935	218	1703	788	4	64	4	1810	4591	8344		
BOSTON	59	104	163	1551	648	2199	14	566	209	1	9	-	331	1130	1069		
OTHER CITIES &TOWNS	395	256	651	2805	841	3646	67	1138	388	1	15	-	548	2157	1489		
WELFARE DISTRICTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTALS	729	563	1292	18808	8106	26914	369	4011	2467	7	100	4	4249	11207	15707		

COMPARATIVE TABLE

1963	729	563	1292	18808	8106	26914	369	4011	2467	7	100	4	4249	11207	15707
1962	636	542	1178	15786	10445	26231	410	4050	2358	3	71	4	6648	13544	12687
1961	665	550	1215	14187	9899	24086	541	3780	2115	6	72	4	6682	13200	10886
1960	568	438	1006	16446	9209	25655	463	4954	2477	4	101	3	6261	14263	11392
1959	481	343	824	14481	10521	25002	482	3122	1835	6	100	7	6723	12275	12727
1958	575	389	964	15296	7354	22650	468	4680	1688	6	109	9	5288	12248	10402
1957	604	391	995	10639	4316	14955	427	3794	1334	5	73	5	2550	8188	6767
1956	559	386	945	13323	8398	21721	510	4177	1406	7	110	22	5679	11911	9810
1955	556	327	883	15782	5778	21560	775	3758	1149	12	100	7	2954	8755	12805
1954	506	330	836	15614	8050	23664	618	4790	1639	10	180	17	4756	12010	11654

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS

SERVICE	PERMANENT								TOTAL	TEMPORARY								TOTAL	PROMOTIONS	GRAND TOTAL
	MALES				FEMALES					MALES				FEMALES						
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star	Disabled Veterans		Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star					

OFFICIAL SERVICE																		
STATE	137	372	173	1	16	677	2	1378	171	492	454	-	11	881	-	2009	1311	4698
BOSTON	14	84	92	-	2	130	-	322	1	33	66	-	-	284	-	384	453	1159
OTHER CITIES & TOWNS	64	557	574	-	11	734	-	1940	8	64	171	-	2	378	-	623	973	3536
WELFARE DISTRICTS	-	-	-	-	-	12	-	12	-	-	-	-	-	2	-	2	-	14
TOTAL	215	1013	839	1	29	1553	2	3652	180	589	691	-	13	1545	-	3018	2737	9407

TEN-YEAR COMPARATIVE TABLE

1963	215	1013	839	1	29	1553	2	3652	180	589	691	-	13	1545	-	3018	2737	9407
1962	270	1155	760	3	19	1491	1	3699	270	1187	851	-	6	1573	-	3887	2685	10271
1961	336	1056	505	2	21	1490	2	3412	197	1140	964	-	7	1250	-	3558	4142	11112
1960	311	1144	500	5	22	1277	5	3264	198	928	744	2	9	1388	-	3259	2769	9302
1959	251	1336	420	10	21	1031	1	3070	181	961	491	1	6	1112	1	2753	2474	8297
1958	310	1176	400	5	34	1414	4	3343	214	706	405	1	3	989	2	2320	2771	8434
1957	426	1456	329	2	35	1100	9	3357	285	781	327	2	12	1121	5	2533	2630	8520
1956	460	1387	309	7	40	1218	7	3428	307	767	298	6	24	1030	10	2442	2925	8795
1955	569	1282	346	4	33	1035	6	3275	271	724	274	2	15	1457	9	2752	3618	9645
1954	522	1200	391	9	40	1114	8	3284	196	469	164	6	18	1107	3	1963	2326	7573

LABOR SERVICE

STATE	*	229	34	*	-	20	-	283	*	542	450	*	7	288	10	1297	665	2245
BOSTON	*	51	139	*	1	26	-	217	*	58	94	*	-	55	2	209	417	843
OTHER CITIES & TOWNS	*	470	230	*	2	395	-	1097	*	1576	1400	*	-	568	-	3544	872	5513
TOTAL	*	750	403	*	3	441	-	1597	*	2176	1944	*	7	911	12	5050	1954	8601

TEN-YEAR COMPARATIVE TABLE

1963	*	750	403	*	3	441	-	1597	*	2176	1944	*	7	911	12	5050	1954	8601
1962	*	752	321	*	20	604	-	1697	*	2142	1852	*	27	878	12	4911	1660	8291
1961	*	797	265	*	3	318	1	1384	*	2312	1833	*	35	598	11	4789	1692	7895
1960	*	711	216	*	12	412	-	1351	*	2518	1733	*	17	705	9	4982	1899	8292
1959	*	730	274	*	6	559	1	1570	*	2426	1302	*	7	677	13	4425	1611	7696
1958	*	726	220	*	1	417	4	1368	*	2320	1082	*	17	754	12	4185	1512	7665
1957	*	956	310	*	5	447	4	1722	*	2355	1234	*	5	571	9	4174	1942	7838
1956	*	1235	340	*	6	710	3	2294	*	2846	1540	*	36	787	9	5218	2266	9778
1955	*	1100	177	*	8	631	7	1923	*	2954	925	*	20	795	3	4697	1180	7800
1954	*	787	302	*	5	377	2	1473	*	2577	805	*	13	639	18	4052	993	6523

*Disabled Veterans' Preference does not apply to Labor Service

GRAND TOTAL	215	1763	1242	1	32	1994	2	5249	180	2765	2635	-	20	2456	12	8068	4691	18008
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NUMBER OF POSITIONS FILLED PROVISIONALLY

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
State	785	47	832
Boston	237	79	316
Other Cities and Towns	1,101	201	1,302
Welfare Districts	<u>4</u>	<u>-</u>	<u>4</u>
Total	2,127	327	2,454

NUMBER OF TRANSFERS

State	1,657	169	1,826
Boston	709	767	1,476
Other Cities and Towns	560	63	623
Welfare Districts	<u>2</u>	<u>-</u>	<u>2</u>
Total	2,928	999	3,927

NUMBER OF REQUISITIONS CANCELLED

State	338	28	366
Boston	107	16	123
Other Cities and Towns	140	32	172
Welfare Districts	<u>4</u>	<u>-</u>	<u>4</u>
Total	589	76	665

NUMBER OF REQUISITIONS RECEIVED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>			<u>GRAND TOTAL</u>
	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	
State	4,103	5,287	9,390	908	1,581	2,489	11,879
Boston	1,896	1,319	3,215	1,446	483	1,929	5,144
Other Cities and Towns	4,328	4,075	8,403	2,263	2,751	5,014	13,417
Welfare Districts	<u>16</u>	<u>5</u>	<u>21</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>21</u>
Total	10,343	10,686	21,029	4,617	4,815	9,432	30,461

NUMBER OF PERSONS CERTIFIED

State	64,728	63,854	128,582	5,994	12,745	18,739	147,321
Boston	5,070	3,278	8,348	2,442	874	3,316	11,664
Other Cities and Towns	12,461	4,202	16,663	14,259	21,298	35,557	52,220
Welfare Districts	<u>143</u>	<u>2</u>	<u>145</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>145</u>
Total	82,402	71,336	153,738	22,695	34,917	57,612	211,350

SEPARATIONS FROM SERVICE

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	366	355	1,127	1,848
Death	61	91	313	465
Retirement	179	319	1,078	1,576
Position Abolished	2	-	54	56
Discharged during Probationary Period	8	25	59	92
Military Service	7	12	35	54
Sickness	179	316	165	660
Lack of Work or Funds	4	-	187	191
Cause	24	62	175	261
Leave of Absence	<u>95</u>	<u>79</u>	<u>455</u>	<u>629</u>
Total	925	1,259	3,648	5,832

REINSTATEMENTS

Resignation	18	23	87	128
Retirement	-	1	-	1
Position Abolished	-	-	10	10
Military Service	10	6	42	58
Sickness	122	294	56	472
Lack of Work or Funds	7	-	105	112
Cause	11	50	97	158
Leave of Absence	<u>36</u>	<u>47</u>	<u>183</u>	<u>266</u>
Total	204	421	580	1,205

SEPARATIONS FROM SERVICE

TEN YEAR SUMMARY

	<u>1963</u>	<u>1962</u>	<u>1961</u>	<u>1960</u>	<u>1959</u>	<u>1958</u>	<u>1957</u>	<u>1956</u>	<u>1955</u>	<u>1954</u>
Resignation	1,848	1,554	2,141	1,657	1,939	1,736	2,267	2,510	1,561	1,495
Death	465	431	584	463	490	503	492	430	435	400
Retirement	1,576	1,351	1,728	1,317	1,550	1,364	1,410	1,373	1,327	1,440
Position Abolished	56	6	14	4	7	49	22	10	12	23
Discharged during Probationary Period	92	60	61	32	70	44	117	98	96	92
Military Service	54	46	57	17	26	27	33	28	27	29
Sickness	660	597	601	497	475	443	508	571	488	474
Lack of Work or Funds	191	59	79	25	106	144	99	147	209	151
Cause	261	126	231	103	164	182	138	178	120	160
Leave of Absence	<u>629</u>	<u>353</u>	<u>652</u>	<u>298</u>	<u>422</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	5,832	4,583	6,148	4,413	5,249	4,492	5,086	5,345	4,275	4,264

REINSTATEMENTS

TEN YEAR SUMMARY

Resignation	128	98	160	97	140	163	146	127	117	141
Retirement	1	-	4	3	2	-	3	1	1	6
Position Abolished	10	-	1	-	1	-	1	1	-	-
Military Service	58	58	28	15	33	20	21	47	59	75
Sickness	472	500	420	362	378	362	357	413	387	331
Lack of Work or Funds	112	51	122	51	118	153	104	153	223	134
Cause	158	84	136	80	112	98	102	104	70	79
Leave of Absence	<u>266</u>	<u>223</u>	<u>273</u>	<u>204</u>	<u>202</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	1,205	1,014	1,144	812	986	796	734	846	857	766

NUMBER OF PERSONS ON MILITARY LEAVE

STATE	321
BOSTON	154
OTHER CITIES AND TOWNS	<u>490</u>
TOTAL	965

NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

STATE	10
BOSTON	6
OTHER CITIES AND TOWNS	<u>42</u>
TOTAL	58

NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED:

5

NUMBER OF PIECES OF INCOMING MAIL: 589,650

NUMBER OF PIECES OF OUTGOING MAIL: 388,712

NUMBER OF PERSONS APPEARING AT INFORMATION DESKS

<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
70,464	21,263	91,727

APPEALS TO DIRECTOR FROM MARK IN WRITTEN EXAMINATIONS

TEN YEAR SUMMARY

<u>Year</u>	<u>Number of Appeals Received</u>	<u>Number of Marks Increased or Decreased</u>
1963	2,107	405
1962	1,625	151
1961	1,527	175
1960	1,844	252
1959	1,563	89
1958	1,625	89
1957	1,274	120
1956	1,371	100
1955	1,554	85
1954	1,367	172

CASES ON APPEAL FROM DECISION OF DIRECTOR TO COMMISSION

TEN YEAR SUMMARY

<u>Year</u>	<u>Number Denied</u>	<u>Number Granted</u>	<u>Number Considered</u>
1963	394	903	1,297
1962	514	755	1,269
1961	662	764	1,426
1960	542	755	1,297
1959	438	794	1,282
1958	502	656	1,158
1957	364	558	922
1956	697	460	1,177
1955	468	620	1,088
1954	526	574	1,100

NUMBER OF HEARINGS HELD BY
DIRECTOR OR REPRESENTATIVE 3,604

NUMBER OF PERSONS APPEARING
AT DIRECTOR'S OFFICE 22,932

NUMBER OF PAPERS EXAMINED BY APPLICANTS 8,487

NUMBER OF PAPERS EXAMINED BY
PERSONS OTHER THAN APPLICANTS 212

NUMBER OF PAPERS EXAMINED BY APPOINTING
AUTHORITIES OR BY THEIR AUTHORIZED AGENTS -

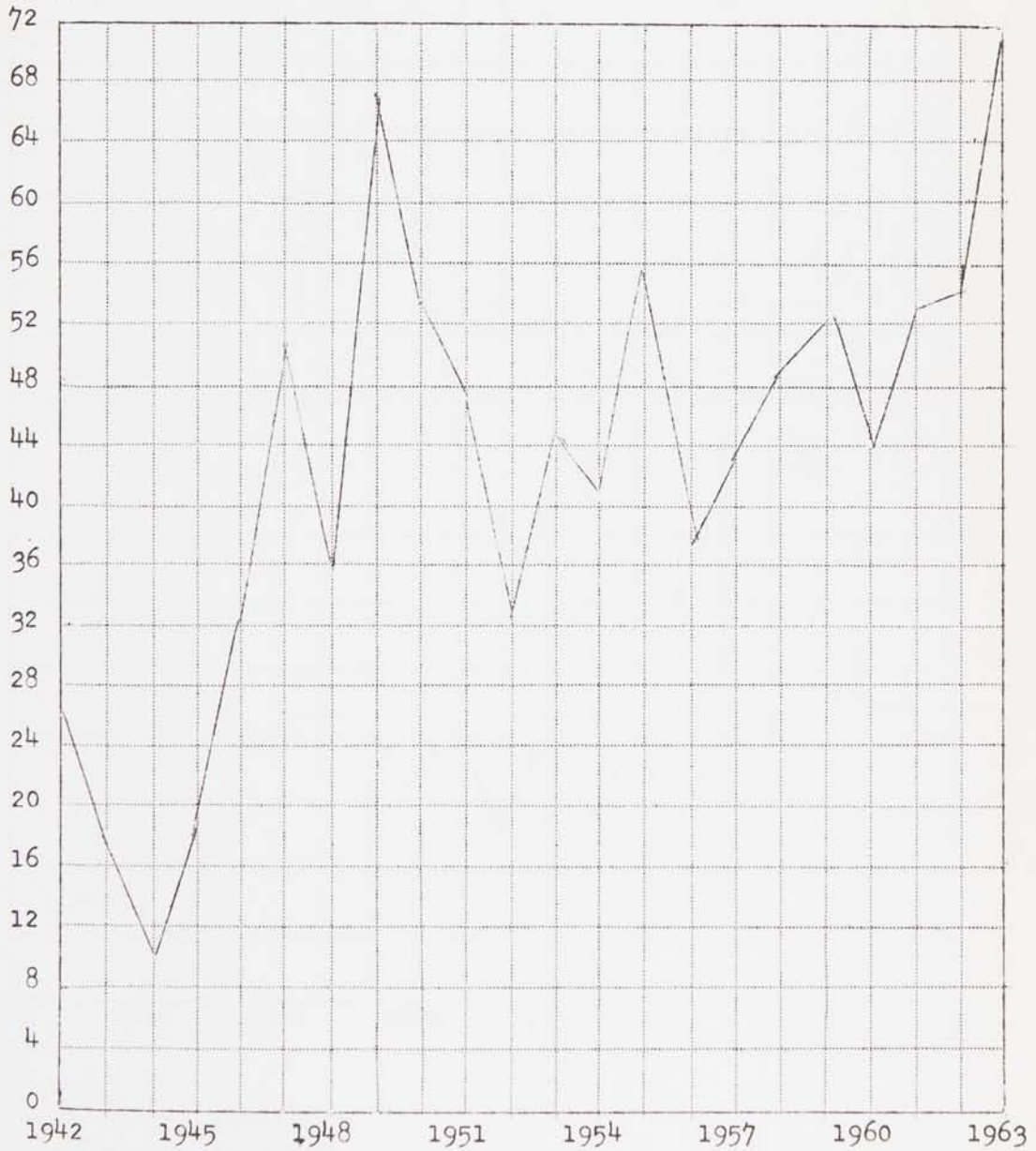
NUMBER OF PAPERS SENT TO CIVIL SERVICE
REPRESENTATIVES UPON REQUEST OF APPLICANTS 2,044

NUMBER OF APPLICATIONS RECEIVED

PER YEAR

1942 - 1963

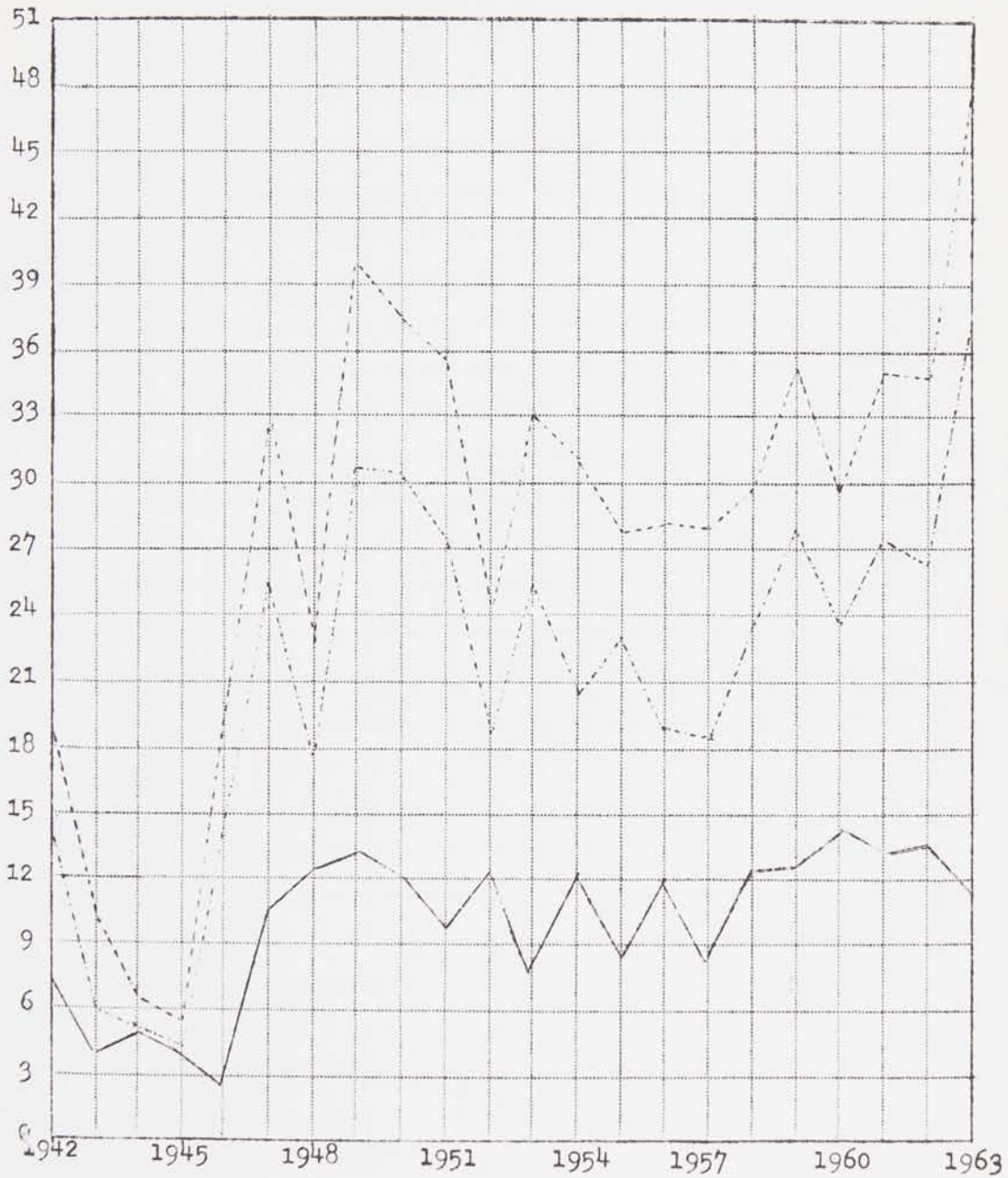
Thousands



COMPARISON OF NUMBER OF PERSONS
NOTIFIED, EXAMINED AND PASSING EXAMINATIONS

1942 - 1963

Thousands

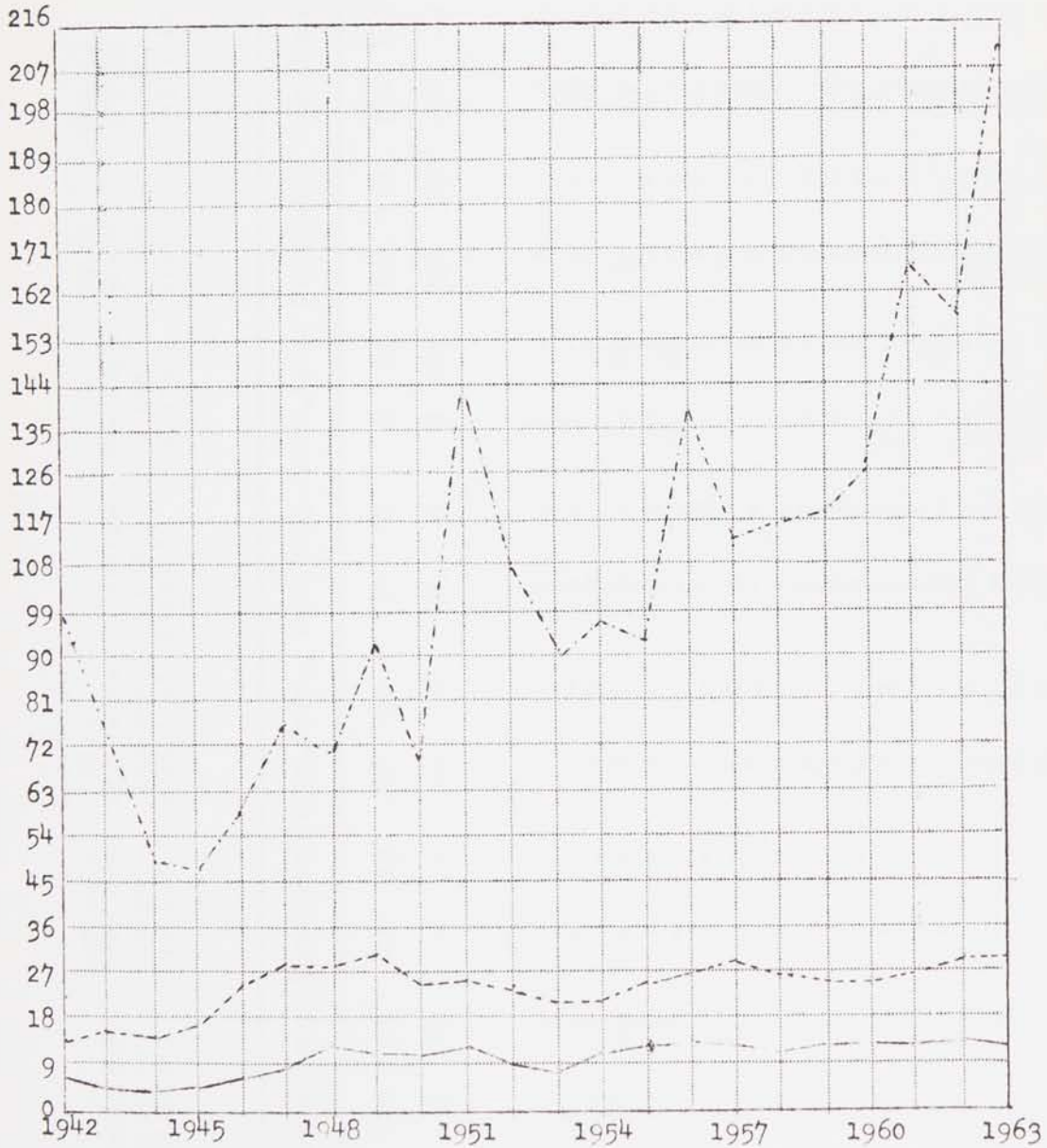


Legend:

- No. Notified
- .-.-.- No. Examined
- No. Passed

COMPARISON OF REQUISITIONS RECEIVED,
NUMBER CERTIFIED AND NUMBER APPOINTED
1942 - 1963

Thousands



Legend:

- No. Requisitions
- . - . - . No. Certified
- No. Appointed

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	754	1101	12	13	247	534	38	19	1	41	207	120	119	181	283	1297	1661	3306	4967
BOSTON	92	87	-	-	22	10	34	3	2	265	101	19	71	-	217	209	539	593	1132
OTHER CITIES																			
Attleborough	4	-	-	-	-	-	1	-	-	-	1	-	-	-	10	27	16	27	43
Beverly	10	1	-	-	2	-	1	-	1	-	2	-	13	-	7	55	36	56	92
Brockton	9	12	1	-	2	2	3	-	-	2	8	-	34	14	32	203	89	233	322
Cambridge	15	14	-	-	4	1	8	-	-	15	10	1	1	1	28	423	66	455	521
Chelsea	2	1	-	-	-	-	1	-	-	1	2	-	18	-	7	8	30	10	40
Chicopee	16	8	-	-	1	-	2	1	-	20	4	-	5	-	22	102	50	131	181
Everett	5	4	-	-	-	-	1	-	-	-	2	-	11	2	7	105	26	111	137
Fall River	16	20	-	-	2	2	3	-	-	-	10	-	9	6	22	101	62	129	191
Fitchburg	10	1	-	-	2	1	-	-	-	-	6	-	6	-	11	15	35	17	52
Gardner	2	-	-	-	-	-	-	-	-	-	1	-	1	3	15	27	19	30	49
Gloucester	3	5	-	-	1	-	1	2	-	-	3	-	2	-	6	88	16	95	111
Haverhill	22	2	-	-	1	-	4	1	-	3	4	-	6	-	46	55	83	61	144
Holyoke	15	4	-	-	6	-	7	2	-	-	3	-	20	-	39	109	90	115	205
Lawrence	15	5	-	-	3	1	9	-	1	-	6	1	11	-	40	83	85	90	175
Leominster	3	-	-	-	-	-	-	1	-	-	4	-	9	-	16	28	32	29	61
Lowell	17	6	-	-	3	-	6	-	-	44	8	-	36	-	16	116	86	166	252
Lynn	8	6	-	-	1	1	12	-	-	-	10	-	24	1	15	187	70	195	265
Malden	7	2	-	-	1	-	-	-	-	-	5	-	13	9	10	18	36	29	65
Marlborough	8	-	-	-	4	-	4	-	-	-	-	-	11	-	15	2	42	2	44
Medford	5	1	-	-	2	-	1	-	-	-	4	-	12	-	16	87	40	88	128
Melrose	6	-	-	-	1	-	-	-	-	-	1	-	4	-	-	-	12	-	12
New Bedford	21	7	-	-	4	-	6	9	-	2	11	-	12	-	26	164	80	182	262
Newburyport	1	1	-	-	-	-	1	-	-	-	-	-	4	-	-	-	6	1	7

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS	
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.
OTHER CITIES (Continued)																		
Newton	30	7	-	-	4	1	11	-	-	41	5	-	8	-	15	206	73	255
North Adams	3	-	-	-	-	-	2	-	-	-	1	-	5	-	6	21	17	21
Northampton	3	-	-	-	1	-	-	-	-	-	1	-	7	1	1	12	13	13
Peabody	11	3	-	-	1	-	2	4	1	-	3	-	5	5	17	64	40	76
Pittsfield	17	1	-	-	5	-	2	1	1	-	4	-	15	-	11	7	55	9
Quincy	39	12	-	-	5	-	2	1	-	-	10	-	13	1	33	95	102	109
Revere	5	-	-	-	-	-	1	-	-	-	-	-	13	-	3	6	22	6
Salem	6	1	-	-	-	-	-	-	-	-	2	-	14	-	-	-	22	1
Somerville	13	1	-	-	-	-	-	-	6	-	8	-	5	-	27	83	59	84
Springfield	59	14	-	-	4	4	2	5	1	85	21	1	13	2	156	117	256	228
Taunton	6	-	-	-	4	-	3	-	-	-	-	-	11	-	10	20	34	20
Waltham	3	-	-	-	1	-	1	-	-	-	3	-	12	-	15	77	35	77
Westfield	9	4	-	-	-	-	5	-	-	23	3	-	7	-	15	7	39	34
Woburn	2	1	-	-	-	-	2	-	-	-	2	-	8	-	27	-	41	1
Worcester	55	23	-	-	9	1	9	-	-	19	24	-	39	-	124	122	260	165
TOWNS																		
Abington	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-
Acton	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Acushnet	-	-	-	-	-	-	1	-	-	-	1	-	1	-	1	3	4	3
Adams	-	-	-	-	-	-	1	-	-	-	-	1	-	-	1	-	2	1
Agawam	1	-	-	-	-	-	-	-	-	-	-	-	3	-	2	7	6	7
Amesbury	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	-
Andover	1	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	3	-

APPOINTMENTS BY CATEGORIES

Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
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TOWNS (Continued)

Arlington	11	-	-	-	1	-	4	-	-	1	2	3	7	-	21	38	46	42	88
Ashland	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Athol	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Auburn	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	3	1	4
Barnstable	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	-	4
Bedford	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Belmont	-	-	-	-	-	-	-	-	-	1	-	-	10	-	8	14	19	14	33
Billerica	3	-	-	-	1	-	3	-	-	1	-	-	6	-	12	10	26	10	36
Bourne	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Braintree	2	-	-	-	-	-	3	-	-	1	-	-	7	-	20	23	33	23	56
Bridgewater	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	-	2
Brookline	13	23	-	-	4	1	10	1	2	4	-	1	8	1	17	106	54	137	191
Burlington	3	-	-	-	2	-	8	2	2	-	2	-	6	-	5	26	28	28	56
Canton	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	11	-	11
Chelmsford	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	3	-	3
Clinton	-	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	4	1	5
Cohasset	1	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3	1	4
Dalton	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Danvers	1	-	-	-	-	-	-	-	-	-	-	-	7	8	-	-	7	8	15
Dartmouth	-	-	-	-	-	-	-	-	-	-	-	-	8	-	2	2	10	2	12
Dedham	1	-	-	-	3	-	1	-	-	-	-	-	5	-	6	12	16	12	28
Dighton	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Dudley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Duxbury	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	-	3
Easthampton	2	-	-	-	-	-	-	-	-	-	-	-	2	-	4	17	8	17	25
East Longmeadow	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	-	3

APPOINTMENTS BY CATEGORIES

Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
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TOWNS (Continued)

Fairhaven	3	-	-	-	-	-	-	-	-	-	-	1	-	8	3	12	3	15
Falmouth	-	-	-	-	-	-	-	-	-	1	-	11	7	-	-	12	7	19
Foxborough	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Framingham	2	1	-	-	-	-	-	-	-	-	-	26	-	-	-	28	1	29
Franklin	5	1	-	-	-	-	-	-	-	-	-	-	-	8	8	13	9	22
Great Barrington	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Greenfield	3	-	-	-	-	-	-	-	-	-	-	2	1	-	-	5	1	6
Hanover	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Hanson	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Harwich	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Hingham	-	-	-	-	-	-	-	-	-	3	-	5	-	-	-	8	-	8
Holbrook	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Holden	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Hopedale	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Hudson	2	-	-	-	-	-	-	-	-	-	-	9	-	-	-	11	-	11
Hull	-	-	-	-	-	-	-	-	-	-	-	8	-	5	9	13	9	22
Ipswich	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	2	2	4
Lancaster	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Leicester	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Ludlow	-	-	-	-	-	-	-	-	-	-	-	2	2	2	11	4	13	17
Lunenburg	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Lynnfield	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	2	1	3
Mansfield	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Marblehead	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	8	-	8
Marshfield	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Maynard	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Medway	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Merrimac	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Methuen	1	-	-	-	-	-	2	-	-	-	1	-	5	1	6	39	15	40	55
Middleborough	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	2
Milford	1	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	3	-	3
Millbury	2	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3	-	3
Millis	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Milton	3	-	-	-	-	-	-	-	-	4	2	-	7	-	15	32	27	36	63
Montague	-	-	-	-	-	-	-	-	-	-	1	-	3	-	-	-	4	-	4
Nahant	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Natick	1	1	-	-	-	-	-	-	-	-	1	-	7	4	-	-	9	5	14
Needham	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	12	-	12
Norfolk	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
North Andover	-	-	-	-	-	-	-	-	-	-	-	-	5	-	16	23	21	23	44
North Attleborough	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Northborough	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Northbridge	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
North Reading	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	22	4	22	26
Norwell	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	2	1	3
Norwood	7	4	-	-	3	-	1	-	1	-	1	1	9	4	3	44	25	53	78
Orange	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Oxford	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Palmer	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Pembroke	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Pepperell	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Plymouth	2	-	-	-	-	-	-	-	-	-	1	-	8	3	-	-	11	3	14
Randolph	5	-	-	-	-	-	1	-	-	-	1	-	7	-	2	9	16	9	25
Reading	1	-	-	-	-	-	-	-	-	-	1	-	4	-	-	-	6	-	6
Rockland	1	-	-	-	-	-	-	-	-	-	-	-	5	1	-	-	6	1	7

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
SERVICE	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.Total
TOWNS (Continued)									
Salisbury	-	-	-	-	-	1	-	-	1
Saugus	6	-	-	1	1	-	1	-	1
Scituate	1	-	-	-	-	-	2	-	1
Sharon	-	-	-	-	-	-	1	-	3
Shrewsbury	5	-	-	1	2	2	3	8	1
Southbridge	2	-	-	-	-	-	2	14	16
South Hadley	-	-	-	-	3	-	1	-	4
Spencer	-	-	-	-	-	-	1	-	1
Sterling	1	-	-	-	-	-	-	-	1
Stoneham	2	-	-	-	-	-	-	-	1
Stoughton	-	-	-	-	-	2	8	9	38
Sudbury	-	-	-	-	-	-	1	3	11
Swampscott	2	-	-	-	1	1	4	5	12
Tewksbury	-	-	-	1	-	-	-	24	26
Tisbury	-	-	-	-	-	-	-	-	1
Townsend	1	-	-	-	-	1	1	-	2
Uxbridge	-	-	-	-	-	1	-	-	1
Wakefield	-	-	-	-	-	-	1	-	2
Walpole	-	-	-	-	-	-	2	4	1
Ware	1	-	-	-	-	1	1	-	4
Wareham	-	-	-	-	-	-	1	-	1
Watertown	6	-	-	-	-	3	4	3	15
Webster	-	-	-	-	-	-	7	59	28
Wellesley	1	-	-	-	-	-	10	2	7
West Boylston	1	1	-	-	-	-	-	-	11
West Bridgewater	1	-	-	-	-	-	-	-	1
Westford	-	-	-	-	-	-	1	-	1

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
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TOWNS (Continued)

Weston	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Westport	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
West Springfield	6	-	-	-	1	-	-	-	1	-	2	-	4	-	17	75	31	75	106
Weymouth	-	-	-	-	-	-	-	-	-	-	1	-	11	3	9	21	21	24	45
Whitman	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Williamstown	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Wilmington	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	6	-	6
Winchendon	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Winchester	-	-	-	-	-	-	-	-	-	-	-	-	5	1	-	-	5	1	6
Winthrop	2	-	-	-	-	-	-	-	2	-	-	-	7	2	1	12	12	14	26
Wrentham	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-	3	-	3

WELFARE DISTRICTS

Pay Path	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Dover-Sherborn	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Eastern Berkshire	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Manchester-Wenham	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Northern Berkshire	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Northern Middlesex	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
Northern Worcester	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1

APPOINTMENTS BY CATEGORIES

Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
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WELFARE DISTRICTS (Continued)

Southeast Hampden	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3
Southeastern Berkshire	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Southern Franklin	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Western Berkshire	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1

APPOINTMENTS BY CATEGORIES

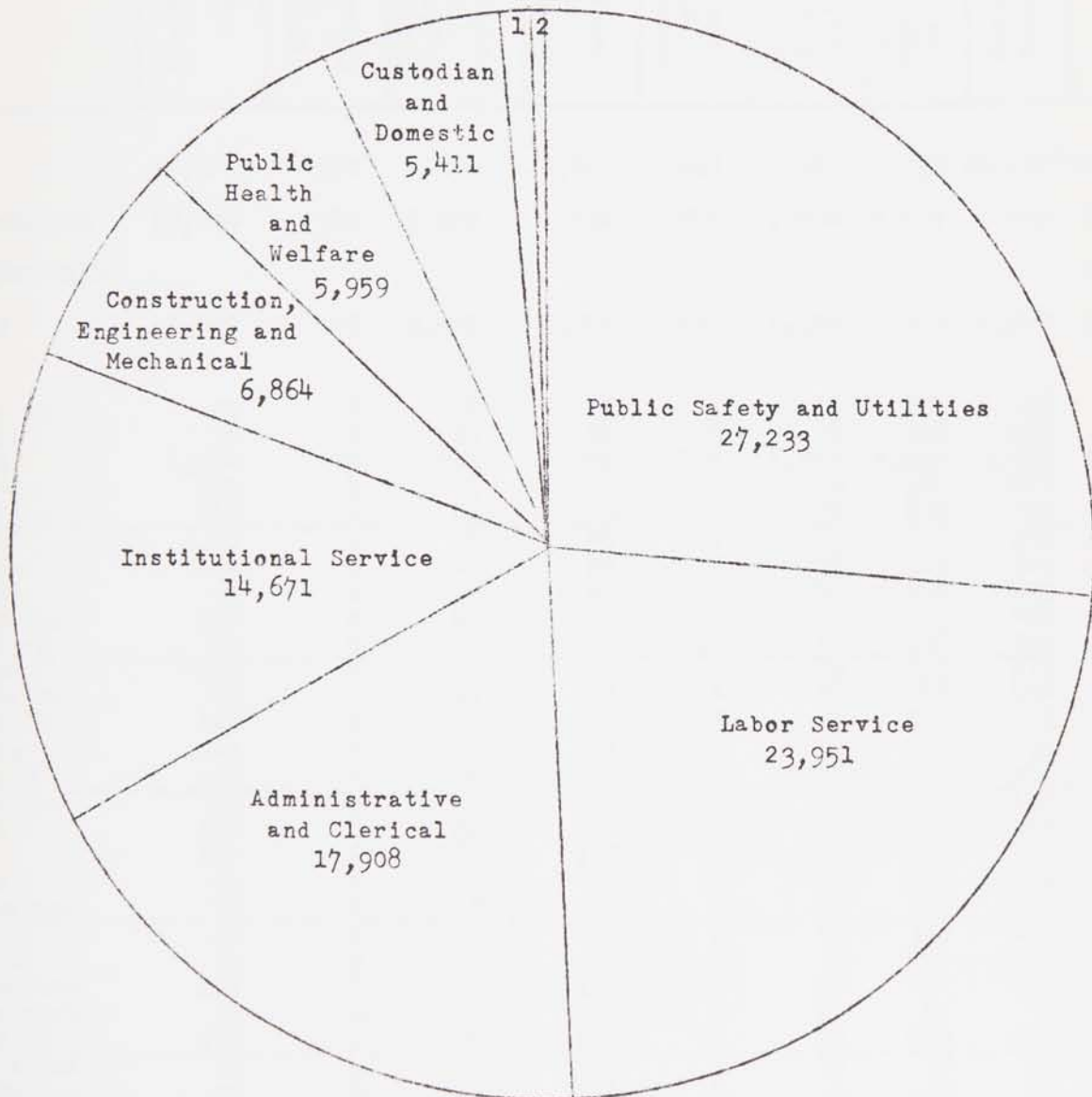
	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	754	1101	12	13	247	534	38	19	1	41	207	120	119	181	283	1297	1661	3306	4967
BOSTON	92	87	-	-	22	10	34	3	2	265	101	19	71	-	217	209	539	593	1132
OTHER CITIES	481	167	1	-	74	14	113	27	11	255	192	3	437	45	866	2840	2175	3351	5526
TOWNS	141	31	-	-	16	2	43	4	8	9	49	7	374	59	231	704	862	816	1678
WELFARE DISTRICTS	9	2	-	-	-	-	-	-	-	-	3	-	-	-	-	-	12	2	14
TOTALS	1477	1388	13	13	359	560	228	53	22	570	552	149	1001	285	1597	5050	5249	8068	13317

APPOINTMENTS BY CATEGORIES - TEN YEAR COMPARATIVE TABLE

YEAR	1477	1388	13	13	359	560	228	53	22	570	552	149	1001	285	1597	5050	5249	8068	13317
1963	1477	1388	13	13	359	560	228	53	22	570	552	149	1001	285	1597	5050	5249	8068	13317
1962	1358	1634	21	89	487	1039	308	62	36	456	518	107	972	499	1697	4911	5397	8797	14194
1961	1516	1130	31	51	312	980	293	136	44	936	435	121	781	204	1384	4789	4796	8347	13143
1960	1134	1174	7	12	172	976	355	153	32	586	451	130	1113	238	1351	4980	4615	8249	12864
1959	1000	1001	12	20	360	848	341	121	27	448	342	112	988	203	1570	4425	4640	7178	11818
1958	1343	765	16	25	313	706	264	56	49	447	370	95	988	226	1368	4185	4711	6505	11216
1957	978	1060	22	97	313	633	275	107	47	344	381	64	1341	228	1722	4174	5079	6707	11786
1956	1214	1270	19	23	262	455	344	127	34	209	327	161	1228	197	2294	5218	5722	7660	13382
1955	993	1463	20	66	312	368	282	136	55	288	433	193	1180	238	1923	4697	5198	7449	12647
1954	1095	1275	13	35	213	153	353	118	27	120	343	117	1240	145	1473	4052	4757	6015	10772

PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

DISTRIBUTION BY CATEGORIES



¹ Education and Library - 912

² Agriculture and Conservation - 572

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOTAL	17,908	572	6,864	5,411	912	5,959	27,233	23,951*	103,481
COMMONWEALTH	10,264	370	3,982	596	211	1,944	2,837	4,430	24,634
INSTITUTIONAL									14,671
CITIES	6,427	128	2,441	3,918	603	3,156	17,803	16,149	50,625
Attleboro	29	1	26	31	1	16	152	128	384
Beverly	56	1	24	34	6	23	238	195	577
Boston	1,964	29	715	956	104	1,067	4,940	3,572	13,347
Brockton	133	9	71	91	2	64	389	467	1,226
Cambridge	212	2	83	109	22	137	657	729	1,951
Chelsea	47	1	24	31	4	33	200	146	486
Chicopee	104	2	42	68	9	36	329	309	899
Everett	67	-	26	68	3	56	320	229	769
Fall River	168	2	69	102	3	105	637	404	1,490
Fitchburg	72	3	15	42	17	37	238	231	655
Gardner	28	1	10	24	5	13	103	133	317
Gloucester	45	2	22	38	4	29	143	182	465
Haverhill	122	1	21	85	3	56	274	365	927
Holyoke	145	7	94	71	3	34	370	434	1,158
Lawrence	112	4	54	109	149	98	492	587	1,605
Leominster	31	2	6	24	3	28	140	158	392
Lowell	150	2	58	228	19	137	529	414	1,537
Lynn	192	6	60	118	9	109	614	576	1,684
Malden	90	4	22	62	1	43	349	241	812
Marlborough	34	1	7	13	-	16	114	86	271
Medford	64	5	27	78	1	38	326	257	796
Melrose	50	2	14	28	2	19	129	-	244
New Bedford	171	7	68	175	16	83	614	616	1,750
Newburyport	20	-	8	14	1	11	72	-	126
Newton	276	-	64	136	31	54	469	707	1,737
North Adams	24	-	11	29	1	18	95	97	275
Northampton	27	2	13	21	3	19	128	93	306
Peabody	78	1	46	52	5	24	242	200	648
Pittsfield	93	1	34	98	14	44	273	289	846
Quincy	303	3	94	122	4	78	476	848	1,928
Revere	63	-	14	51	3	36	296	96	559
Salem	55	1	23	42	13	33	234	-	401
Somerville	133	-	48	107	34	98	506	371	1,297
Springfield	449	11	183	169	66	157	942	1,026	3,003
Taunton	79	2	81	68	1	29	216	207	683
Waltham	93	-	41	67	5	31	338	298	873
Westfield	61	2	27	55	13	18	111	184	471
Woburn	28	1	22	38	-	20	145	140	394
Worcester	559	10	174	264	23	209	963	1,134	3,336

*Includes 14,671 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS	1,164	74	441	896	98	806	6,593	3,372	13,444
Abington	2	-	1	-	-	2	23	-	28
Acton	-	-	-	-	-	-	22	-	22
Acushnet	7	-	3	8	2	9	77	23	129
Adams	1	-	1	14	-	8	22	-	46
Agawam	6	-	1	-	-	7	65	121	200
Amesbury	7	-	-	-	-	5	60	-	72
Amherst	1	-	2	-	-	3	-	-	6
Andover	1	-	-	1	-	4	64	-	70
Arlington	91	4	45	59	2	27	230	338	796
Ashburnham	1	-	-	-	-	1	-	-	2
Ashby	1	-	-	-	-	1	-	-	2
Ashland	1	-	-	-	-	1	20	-	22
Athol	4	-	2	-	-	4	42	-	52
Auburn	1	-	1	-	-	3	11	-	16
Avon	2	-	-	-	-	1	4	-	7
Ayer	-	-	-	-	-	-	13	-	13
Barnstable	9	-	1	-	-	4	47	-	61
Barre	1	-	-	-	-	1	-	-	2
Bedford	-	-	-	-	-	-	20	-	20
Bellingham	2	-	-	-	-	-	3	-	5
Belmont	7	-	2	-	-	6	107	102	224
Berkley	-	-	-	-	-	1	-	-	1
Billerica	24	2	13	30	1	15	73	74	232
Blackstone	2	-	-	-	-	1	8	-	11
Bourne	1	-	-	-	-	2	33	-	36
Boylston	-	-	-	-	-	1	-	-	1
Braintree	5	-	-	43	-	10	72	187	317
Brewster	-	-	-	-	-	1	-	-	1
Bridgewater	2	-	-	-	-	4	18	-	24
Brimfield	-	-	-	-	-	1	-	-	1
Brookline	108	49	37	95	28	36	382	383	1,118
Buckland	-	-	-	-	-	1	-	-	1
Burlington	24	2	5	37	4	11	77	96	256
Canton	1	-	2	-	-	4	88	-	95
Carver	1	-	-	-	-	1	-	-	2
Charlton	1	-	1	-	-	1	1	-	4
Chatham	-	-	-	-	-	2	-	-	2
Chelmsford	2	-	1	-	-	5	47	-	55
Cheshire	-	-	1	-	-	-	-	-	1
Chester	-	-	-	-	-	1	-	-	1
Clinton	4	-	-	-	-	8	59	-	71
Cohasset	2	-	-	-	-	1	65	-	68
Concord	2	-	2	-	-	1	-	-	5
Dalton	2	-	-	-	-	5	-	-	7
Danvers	2	-	2	-	-	4	84	-	92

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Dartmouth	3	-	1	19	-	6	42	67	138
Dedham	13	1	6	34	-	5	94	59	212
Dennis	1	-	-	-	-	1	-	-	2
Dighton	1	-	-	-	-	1	-	-	2
Douglas	-	-	-	-	-	1	-	-	1
Dover	-	-	-	-	-	2	-	-	2
Dracut	1	-	1	-	-	4	6	-	12
Dudley	3	-	-	-	-	1	7	-	11
Duxbury	4	-	-	-	-	2	11	-	17
East Bridgewater	-	-	-	-	-	2	-	-	2
Eastham	-	-	-	-	-	1	-	-	1
Easthampton	8	-	6	8	1	3	52	25	103
East Longmeadow	2	-	1	-	-	-	14	-	17
Easton	2	-	-	-	-	4	16	-	22
Edgartown	-	-	-	1	-	-	3	-	4
Essex	-	-	-	-	-	1	-	-	1
Fairhaven	18	-	5	23	2	14	87	91	240
Falmouth	13	-	-	-	-	5	64	1	83
Foxborough	2	-	-	-	-	1	15	-	18
Framingham	22	-	5	-	-	10	186	-	223
Franklin	18	-	4	13	-	8	45	50	138
Freetown	2	-	-	-	-	2	-	-	4
Goshen	-	-	-	-	-	1	-	-	1
Gosnold	-	-	-	-	-	1	-	-	1
Grafton	1	-	-	-	-	3	-	-	4
Great Barrington	5	-	2	-	-	3	36	-	46
Greenfield	6	-	1	-	-	10	62	-	79
Groveland	2	-	-	-	-	1	-	-	3
Hadley	-	-	-	-	-	-	2	-	2
Halifax	2	-	-	-	-	2	-	-	4
Hamilton	2	-	-	-	-	-	-	-	2
Hampden	-	-	1	-	-	-	-	-	1
Hanover	4	-	-	-	-	1	19	-	24
Hanson	3	-	-	-	-	2	9	-	14
Harwich	2	-	1	-	-	1	-	-	4
Hatfield	1	-	-	-	-	1	-	-	2
Hingham	6	-	2	-	-	4	76	-	88
Holbrook	1	-	-	2	-	4	26	-	33
Holden	2	-	-	-	-	2	-	-	4
Holliston	2	-	-	-	-	1	6	-	9
Hopedale	-	-	-	-	-	1	-	-	1
Hopkinton	1	-	-	-	-	2	-	-	3
Hudson	7	-	2	-	-	2	64	-	75
Hull	15	1	4	17	-	4	92	79	212
Ipswich	2	-	2	-	-	2	29	-	35

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Kingston	1	-	-	-	-	3	8	-	12
Lakeville	2	-	-	-	-	2	-	-	4
Lancaster	1	-	-	-	-	1	-	-	2
Lee	4	-	1	-	-	2	8	-	15
Leicester	2	-	-	-	-	2	-	-	4
Leverett	-	-	-	-	-	1	-	-	1
Lexington	3	-	-	-	-	3	32	-	38
Lincoln	-	-	1	-	-	1	-	-	2
Littleton	-	-	3	-	-	-	-	-	3
Longmeadow	-	-	-	-	-	2	-	-	2
Ludlow	6	-	2	-	-	1	28	7	44
Lunenburg	1	-	-	-	-	1	-	-	2
Lynnfield	1	-	1	-	-	1	19	-	22
Manchester	3	-	-	-	-	-	8	-	11
Mansfield	1	-	1	-	-	3	22	-	27
Marblehead	5	-	5	-	1	2	85	-	98
Marion	1	-	1	-	-	2	-	-	4
Marshfield	-	-	-	-	-	2	110	-	112
Mashpee	-	-	-	-	-	2	-	-	2
Mattapoisett	1	-	-	-	-	3	-	-	4
Maynard	2	-	1	-	-	2	22	-	27
Medfield	2	-	-	-	-	1	14	-	17
Medway	-	-	1	-	-	4	12	-	17
Mendon	-	-	-	-	-	1	-	-	1
Merrimac	1	-	-	-	-	2	-	-	3
Methuen	36	2	5	54	1	24	115	148	385
Middleborough	4	-	2	-	-	6	47	-	59
Milford	6	-	2	10	-	5	58	-	81
Millbury	3	-	1	-	-	3	11	-	18
Millis	2	-	-	-	-	1	13	-	16
Millville	-	-	-	-	-	1	-	-	1
Milton	49	1	19	23	6	18	130	143	389
Monson	-	-	1	-	-	2	-	-	3
Montague	2	-	1	-	-	2	15	-	20
Nahant	-	-	1	2	-	1	26	-	30
Nantucket	1	-	-	-	-	1	12	-	14
Natick	4	-	2	-	-	5	139	-	150
Needham	5	-	2	-	-	6	104	-	117
Norfolk	-	-	-	-	-	1	12	-	13
North Andover	-	-	2	9	-	5	58	77	151
North Attleborough	4	-	-	-	-	9	67	-	80
Northborough	2	-	1	-	-	1	-	-	4
Northbridge	4	-	2	-	-	2	43	-	51
North Reading	3	-	-	-	-	3	21	16	43
Norton	2	-	-	-	-	1	7	-	10

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Norwell	4	-	-	-	-	1	13	-	18
Norwood	48	-	24	30	10	34	90	110	346
Oak Bluffs	-	-	-	-	-	1	6	-	7
Orange	-	-	2	-	-	-	7	-	9
Orleans	-	-	-	-	-	1	-	-	1
Oxford	3	-	-	-	-	5	-	-	8
Palmer	3	-	1	-	-	2	20	-	26
Paxton	-	-	-	-	-	2	-	-	2
Pelham	-	-	-	-	-	1	-	-	1
Pembroke	1	-	-	-	-	2	12	-	15
Pepperell	1	-	-	-	-	1	-	-	2
Plainville	-	-	-	-	-	1	-	-	1
Plymouth	2	-	3	-	-	6	68	-	79
Plympton	-	-	-	-	-	1	-	-	1
Princeton	-	-	-	-	-	1	-	-	1
Provincetown	1	-	-	-	-	2	11	-	14
Randolph	39	2	7	28	-	32	90	48	246
Raynham	-	-	-	-	-	1	-	-	1
Reading	3	-	1	-	-	4	63	-	71
Rehoboth	1	-	-	-	-	1	-	-	2
Rochester	-	-	-	-	-	1	-	-	1
Rockland	3	-	4	-	-	4	51	-	62
Rockport	2	-	1	-	-	1	20	-	24
Rutland	1	-	1	-	-	1	-	-	3
Salisbury	1	-	-	-	-	2	-	-	3
Sandwich	-	-	-	-	-	1	-	-	1
Saugus	33	-	7	25	1	12	83	114	275
Scituate	3	-	2	-	-	3	104	-	112
Seekonk	1	-	2	-	-	2	-	-	5
Sharon	1	-	2	1	-	1	16	-	21
Shirley	-	-	-	-	-	-	1	-	1
Shrewsbury	41	1	10	31	12	13	98	123	329
Shutesbury	-	-	-	-	-	1	-	-	1
Somerset	3	-	3	-	-	3	2	-	11
Southborough	1	-	-	-	-	1	-	-	2
Southbridge	2	-	-	-	-	6	49	-	57
South Hadley	5	-	5	16	-	6	29	17	78
Spencer	2	-	-	-	-	2	12	-	16
Sterling	1	-	-	-	-	1	-	-	2
Stockbridge	1	-	-	-	-	2	-	-	3
Stoneham	5	-	1	30	-	3	108	81	228
Stoughton	9	-	7	-	-	3	49	35	103
Stow	1	-	-	-	-	1	-	-	2
Sturbridge	1	-	-	-	-	1	-	-	2
Sudbury	2	-	-	-	-	2	22	-	26

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
<u>TOWNS (Continued)</u>									
Sutton	1	-	-	-	-	1	-	-	2
Swampscott	24	1	17	26	2	88	44	210	4
Swansea	1	-	2	-	-	1	-	81	4
Tewksbury	14	-	6	39	-	3	4	15	11
Tisbury	4	-	-	-	-	2	5	-	3
Townsend	2	-	-	-	-	1	-	-	6
Truro	-	-	-	-	-	1	1	-	5
Tyngsboro	3	-	-	-	-	1	-	-	4
Upton	2	-	-	-	-	2	-	-	22
Uxbridge	1	-	1	-	-	1	19	-	125
Wakefield	5	-	1	-	-	5	114	-	32
Walpole	2	-	2	-	-	2	26	-	36
Ware	2	-	3	-	-	2	29	-	58
Wareham	5	-	2	-	-	3	48	-	3
Warren	2	-	-	-	-	1	-	-	616
Watertown	67	4	41	43	3	35	213	210	6
Wayland	2	-	1	-	-	3	-	-	68
Webster	3	-	2	-	-	4	59	-	96
Wellesley	5	-	3	-	-	4	84	-	1
Wellfleet	-	-	-	-	-	1	-	-	4
Westborough	2	-	-	-	-	1	-	-	3
West Boylston	2	-	-	-	-	1	-	-	16
West Bridgewater	2	-	-	-	-	1	13	-	8
Westford	1	-	-	1	-	1	5	-	23
Weston	1	-	1	-	-	1	20	-	10
Westport	3	-	2	-	-	3	2	-	555
West Springfield	52	1	25	64	17	21	143	232	63
Westwood	1	-	3	36	-	3	20	-	423
Weymouth	14	-	-	-	-	10	228	171	29
Whitman	3	-	1	-	-	5	20	-	1
Williamsburg	-	-	-	-	-	1	-	-	22
Williamstown	2	-	1	-	-	6	13	-	64
Wilmington	3	-	-	-	-	4	57	-	27
Winchendon	3	-	-	-	-	2	22	-	89
Winchester	2	1	-	-	-	4	82	-	276
Winthrop	31	2	17	24	5	19	93	85	13
Wrentham	1	-	1	-	-	2	9	-	4
Yarmouth	2	-	1	-	-	1	-	-	

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
<u>WELFARE DISTRICTS</u>	53	-	-	1	-	53	-	-	107
Assabet	-	-	-	-	-	1	-	-	1
Bay Path	2	-	-	-	-	2	-	-	4
Belchertown-Granby	1	-	-	-	-	1	-	-	2
Brimfield-Holland	-	-	-	-	-	1	-	-	1
Central Berkshire	1	-	-	-	-	1	-	-	2
Central Essex	4	-	-	-	-	1	-	-	5
Central Franklin	3	-	-	-	-	1	-	-	4
Dover-Sherborn	-	-	-	-	-	3	-	-	3
Eastern Berkshire	3	-	-	-	-	3	-	-	6
Eastern Franklin	4	-	-	-	-	4	-	-	8
East Longmeadow-	-	-	-	-	-	-	-	-	-
Wilbraham	2	-	-	-	-	1	-	-	3
Manchester-Wenham	1	-	-	-	-	1	-	-	2
Nashoba	1	-	-	1	-	2	-	-	4
Newbury-Rowley	1	-	-	-	-	3	-	-	4
Northern Berkshire	3	-	-	-	-	2	-	-	5
Northern Franklin	1	-	-	-	-	3	-	-	4
Northern Middlesex	3	-	-	-	-	2	-	-	5
Northern Worcester	4	-	-	-	-	4	-	-	8
Pentucket	2	-	-	-	-	1	-	-	3
Quabog	1	-	-	-	-	2	-	-	3
Southeast Hampden	3	-	-	-	-	1	-	-	4
Southeastern	-	-	-	-	-	-	-	-	-
Berkshire	2	-	-	-	-	1	-	-	3
Southern Berkshire	2	-	-	-	-	3	-	-	5
Southern Franklin	2	-	-	-	-	2	-	-	4
Southwick-Granville	1	-	-	-	-	1	-	-	2
Takemmy	-	-	-	-	-	1	-	-	1
Tekoa	1	-	-	-	-	1	-	-	2
Wachusett	2	-	-	-	-	1	-	-	3
Western Berkshire	1	-	-	-	-	1	-	-	2
Western Franklin	1	-	-	-	-	1	-	-	2
Western Hampshire	1	-	-	-	-	1	-	-	2

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE								LABOR SERVICE					TOTAL
	Male			Female				Male		Female				
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans		
TOTAL	6,701	26,962	13,186	64	438	55	17,453	13,215	5,451	56	30	5,199*	103,481	
COMMONWEALTH	2,547	5,825	3,231	30	207	24	8,340	3,586	594	30	7	213	24,634	
INSTITUTIONAL													14,671	
CITIES	3,490	16,236	6,997	28	184	30	7,511	8,265	3,821	23	22	4,018	50,625	
Attleboro	6	121	82	-	1	-	46	35	49	-	-	44	384	
Beverly	29	185	101	-	-	-	67	91	54	2	-	48	577	
Boston	1,319	4,530	1,877	6	50	10	1,983	1,762	770	2	16	1,022	13,347	
Brockton	39	359	196	1	6	1	157	239	154	-	-	74	1,226	
Cambridge	163	533	234	1	8	3	280	378	180	1	2	168	1,251	
Chelsea	46	175	67	-	3	-	49	79	28	-	-	39	486	
Chicopee	43	300	120	-	2	-	125	121	52	-	1	135	899	
Everett	58	300	114	2	4	-	62	147	33	-	-	49	769	
Fall River	89	611	179	-	6	-	201	280	38	2	1	83	1,490	
Fitchburg	38	220	72	-	1	1	92	143	66	-	-	22	655	
Gardner	5	94	45	1	-	-	39	55	46	1	-	31	317	
Gloucester	12	133	77	1	4	-	56	61	42	-	-	79	465	
Haverhill	38	269	110	-	2	1	142	114	91	1	-	159	927	
Holyoke	46	387	151	1	7	-	132	191	124	1	-	118	1,158	
Lawrence	117	425	247	1	1	-	227	341	201	-	-	45	1,605	
Leominster	25	106	53	-	2	-	43	45	51	-	-	62	392	
Lowell	191	481	197	1	8	-	245	282	84	-	1	47	1,537	
Lynn	121	581	164	3	4	-	235	353	67	-	-	156	1,684	
Malden	47	278	114	-	3	-	129	122	83	-	-	36	812	
Marlborough	12	92	52	-	1	-	28	56	18	-	-	12	271	
Medford	67	259	134	-	2	-	77	140	76	-	1	40	796	
Melrose	10	110	63	-	-	-	61	-	-	-	-	-	244	
New Bedford	98	577	167	1	9	2	280	424	64	-	-	128	1,750	
Newburyport	6	59	37	-	-	-	24	-	-	-	-	-	126	
Newton	82	430	195	-	5	-	318	420	216	1	-	70	1,737	
North Adams	11	78	59	-	-	-	30	53	32	1	-	11	275	
Northampton	9	112	64	1	-	-	27	37	44	-	-	12	306	
Peabody	51	195	127	-	2	2	71	76	44	-	-	80	648	
Pittsfield	23	272	146	-	1	-	115	160	77	-	-	52	846	
Quincy	94	392	237	1	4	1	351	247	204	9	-	388	1,928	
Revere	75	230	81	1	3	-	73	62	22	-	-	12	559	
Salem	46	195	91	-	-	-	69	-	-	-	-	-	401	
Somerville	122	414	200	-	2	4	184	256	66	-	-	49	1,297	
Springfield	73	913	452	-	14	2	523	417	335	-	-	274	3,003	
Taunton	33	243	121	-	3	-	76	122	62	1	-	22	683	
Waltham	40	324	100	-	1	-	110	213	49	-	-	36	873	
Westfield	7	127	68	1	3	-	81	83	38	-	-	63	471	
Woburn	27	140	52	-	1	1	33	33	65	-	-	42	394	
Worcester	172	986	346	5	21	2	670	627	196	1	-	310	3,336	

*Includes 14,671 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOWNS	663	4,894	2,954	6	46	-	1,509	1,364	1,036	3	1	968	13,444
Abington	4	16	5	-	-	-	3	-	-	-	-	-	28
Acton	-	13	9	-	-	-	-	-	-	-	-	-	22
Acushnet	1	42	50	-	1	-	12	6	10	-	-	7	129
Adams	3	31	7	-	2	-	3	-	-	-	-	-	46
Agawam	3	40	26	-	-	-	10	29	19	-	-	73	200
Amesbury	8	36	18	-	1	-	9	-	-	-	-	-	72
Amherst	-	2	1	-	-	-	3	-	-	-	-	-	6
Andover	5	46	18	-	-	-	1	-	-	-	-	-	70
Arlington	42	210	109	1	2	-	94	182	121	-	1	34	796
Ashburnham	-	-	1	-	-	-	1	-	-	-	-	-	2
Ashby	-	-	-	-	-	-	2	-	-	-	-	-	2
Ashland	1	14	6	-	-	-	1	-	-	-	-	-	22
Athol	2	30	12	-	-	-	8	-	-	-	-	-	52
Auburn	1	7	7	-	-	-	1	-	-	-	-	-	16
Avon	-	2	3	-	-	-	2	-	-	-	-	-	7
Ayer	2	5	6	-	-	-	-	-	-	-	-	-	13
Barnstable	5	30	15	-	-	-	11	-	-	-	-	-	61
Barre	-	-	-	-	-	-	2	-	-	-	-	-	2
Bedford	3	10	7	-	-	-	-	-	-	-	-	-	20
Bellingham	-	1	2	-	-	-	2	-	-	-	-	-	5
Belmont	9	69	39	-	-	-	5	22	65	-	-	15	224
Berkley	-	-	-	-	-	-	1	-	-	-	-	-	1
Billerica	21	71	29	-	1	-	36	28	7	-	-	39	232
Blackstone	-	4	4	-	-	-	3	-	-	-	-	-	11
Bourne	-	19	15	-	-	-	2	-	-	-	-	-	36
Boylston	-	-	-	-	-	-	1	-	-	-	-	-	1
Braintree	11	47	63	-	1	-	8	46	66	-	-	75	317
Brewster	-	-	-	-	-	-	1	-	-	-	-	-	1
Bridgewater	-	12	7	-	1	-	4	-	-	-	-	-	24
Brimfield	-	-	1	-	-	-	-	-	-	-	-	-	1
Brookline	81	308	190	1	5	-	150	234	102	-	-	47	1,118
Buckland	-	-	1	-	-	-	-	-	-	-	-	-	1
Burlington	9	64	45	-	1	-	41	15	14	-	-	67	256
Canton	5	44	43	-	-	-	3	-	-	-	-	-	95
Carver	-	-	1	-	-	-	1	-	-	-	-	-	2
Charlton	-	1	1	-	-	-	2	-	-	-	-	-	4
Chatham	-	1	-	-	-	-	1	-	-	-	-	-	2
Chelmsford	6	30	15	-	-	-	4	-	-	-	-	-	55
Cheshire	-	-	1	-	-	-	-	-	-	-	-	-	1
Chester	-	-	-	-	-	-	1	-	-	-	-	-	1

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Clinton	4	36	25	-	-	-	6	-	-	-	-	-	71
Cohasset	4	31	30	-	1	-	2	-	-	-	-	-	68
Concord	-	2	1	-	-	-	2	-	-	-	-	-	5
Dalton	-	1	1	-	-	-	5	-	-	-	-	-	7
Danvers	7	50	31	-	-	-	4	-	-	-	-	-	92
Dartmouth	-	25	41	-	1	-	4	18	32	1	-	16	138
Dedham	23	89	35	-	-	-	6	41	14	-	-	4	212
Dennis	-	-	-	-	1	-	1	-	-	-	-	-	2
Dighton	-	-	-	-	-	-	2	-	-	-	-	-	2
Douglas	-	1	-	-	-	-	-	-	-	-	-	-	1
Dover	-	-	2	-	-	-	-	-	-	-	-	-	2
Dracut	1	2	6	-	-	-	3	-	-	-	-	-	12
Dudley	-	4	5	-	-	-	2	-	-	-	-	-	11
Duxbury	1	7	4	-	-	-	5	-	-	-	-	-	17
East	-	-	-	-	-	-	-	-	-	-	-	-	-
Bridgewater	-	1	-	-	-	-	1	-	-	-	-	-	2
Eastham	-	-	-	-	-	-	1	-	-	-	-	-	1
Easthampton	7	39	26	-	-	-	6	17	8	-	-	-	103
East Longmeadow	-	14	2	-	-	-	1	-	-	-	-	-	17
Easton	-	11	7	-	-	-	4	-	-	-	-	-	22
Edgartown	-	1	3	-	-	-	-	-	-	-	-	-	4
Essex	-	-	1	-	-	-	-	-	-	-	-	-	1
Fairhaven	5	24	83	-	-	-	37	16	38	-	-	37	240
Falmouth	5	48	25	-	-	-	4	-	1	-	-	-	83
Foxborough	2	10	4	-	-	-	2	-	-	-	-	-	18
Framingham	17	122	68	-	-	-	16	-	-	-	-	-	223
Franklin	4	39	24	-	1	-	20	27	16	1	-	6	138
Freetown	-	1	-	-	-	-	3	-	-	-	-	-	4
Goshen	-	-	1	-	-	-	-	-	-	-	-	-	1
Gosnold	-	1	-	-	-	-	-	-	-	-	-	-	1
Grafton	-	1	1	-	-	-	2	-	-	-	-	-	4
Great	-	-	-	-	-	-	-	-	-	-	-	-	-
Barrington	4	18	16	-	-	-	8	-	-	-	-	-	46
Greenfield	4	44	21	1	-	-	9	-	-	-	-	-	79
Groveland	-	-	-	-	-	-	3	-	-	-	-	-	3
Hadley	-	-	2	-	-	-	-	-	-	-	-	-	2
Halifax	-	-	-	-	-	-	4	-	-	-	-	-	4
Hamilton	-	1	1	-	-	-	-	-	-	-	-	-	2
Hampden	-	1	-	-	-	-	-	-	-	-	-	-	1
Hanover	1	10	10	-	-	-	3	-	-	-	-	-	24
Hanson	-	5	5	-	-	-	4	-	-	-	-	-	14
Harwich	1	-	-	-	-	-	3	-	-	-	-	-	4

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOWNS (Continued)													
Nantucket	1	7	4	-	-	-	2	-	-	-	-	-	14
Natick	9	99	37	-	-	-	3	-	-	-	-	-	150
Needham	11	65	35	-	-	-	6	-	-	-	-	-	117
Norfolk	-	10	1	-	-	-	2	-	-	-	-	-	13
North Andover	7	50	15	-	-	-	2	10	37	1	-	29	151
North Attleboro	6	43	25	-	-	-	6	-	-	-	-	-	80
Northborough	-	1	-	-	-	-	3	-	-	-	-	-	4
Northbridge	-	27	21	-	-	-	3	-	-	-	-	-	51
North Reading	1	12	11	-	-	-	3	4	12	-	-	-	43
Norton	-	1	6	-	-	-	3	-	-	-	-	-	10
Norwell	-	12	4	-	-	-	2	-	-	-	-	-	18
Norwood	29	97	48	-	4	-	58	53	39	-	-	18	346
Oak Bluffs	1	2	3	-	-	-	1	-	-	-	-	-	7
Orange	-	8	1	-	-	-	-	-	-	-	-	-	9
Orleans	-	-	-	-	-	-	1	-	-	-	-	-	1
Oxford	-	4	-	-	-	-	4	-	-	-	-	-	8
Palmer	3	13	6	-	-	-	4	-	-	-	-	-	26
Paxton	-	1	1	-	-	-	1	-	-	-	-	-	2
Pelham	-	-	-	-	-	-	-	-	-	-	-	-	1
Pembroke	-	3	10	-	1	-	1	-	-	-	-	-	15
Pepperell	-	-	-	-	-	-	2	-	-	-	-	-	2
Plainville	-	-	-	-	-	-	1	-	-	-	-	-	1
Plymouth	6	41	27	-	1	-	4	-	-	-	-	-	79
Plympton	-	-	-	-	-	-	1	-	-	-	-	-	1
Princeton	-	-	-	-	-	-	1	-	-	-	-	-	1
Provincetown	-	9	3	-	-	-	2	-	-	-	-	-	14
Randolph	11	75	56	1	2	-	53	18	14	-	-	16	246
Raynham	-	-	-	-	-	-	1	-	-	-	-	-	1
Reading	2	46	16	-	-	-	7	-	-	-	-	-	71
Rehoboth	-	-	-	-	-	-	2	-	-	-	-	-	2
Rochester	-	-	-	-	-	-	1	-	-	-	-	-	1
Rockland	5	33	19	-	-	-	5	-	-	-	-	-	62
Rockport	2	12	7	-	-	-	3	-	-	-	-	-	24
Rutland	-	-	2	-	-	-	1	-	-	-	-	-	3
Salisbury	-	-	2	-	-	-	1	-	-	-	-	-	3
Sandwich	-	-	-	-	-	-	1	-	-	-	-	-	1
Saugus	14	70	38	-	2	-	37	26	21	-	-	67	275
Scituate	5	52	50	-	-	-	5	-	-	-	-	-	112
Seekonk	-	1	2	-	-	-	2	-	-	-	-	-	5
Sharon	1	13	6	-	-	-	1	-	-	-	-	-	21
Shirley	-	1	-	-	-	-	-	-	-	-	-	-	1
Shrewsbury	2	87	61	-	1	-	55	32	24	-	-	67	329
Shutesbury	-	-	-	-	-	-	1	-	-	-	-	-	1
Somerset	-	1	6	-	-	-	4	-	-	-	-	-	11
Southborough	-	-	-	-	-	-	2	-	-	-	-	-	2

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Southbridge	2	30	23	-	-	-	2	-	-	-	-	-	57
South Hadley	4	33	19	-	-	-	5	13	4	-	-	-	78
Spencer	1	9	3	-	1	-	2	-	-	-	-	-	16
Sterling	-	-	-	-	-	-	2	-	-	-	-	-	2
Stockbridge	-	1	-	-	-	-	2	-	-	-	-	-	3
Stoneham	4	93	45	-	-	-	5	51	26	-	-	4	228
Stoughton	2	36	20	-	1	-	9	10	25	-	-	-	103
Stow	-	-	-	-	-	-	2	-	-	-	-	-	2
Sturbridge	-	1	-	-	-	-	1	-	-	-	-	-	2
Sudbury	1	14	8	-	-	-	3	-	-	-	-	-	26
Sutton	-	-	-	-	-	-	2	-	-	-	-	-	2
Swampscott	8	69	62	-	-	-	27	22	16	-	-	6	210
Swansea	-	-	3	-	-	-	1	-	-	-	-	-	4
Tewksbury	-	23	33	-	1	-	9	3	12	-	-	-	81
Tisbury	-	2	3	-	-	-	6	-	-	-	-	-	11
Townsend	-	-	-	-	-	-	3	-	-	-	-	-	3
Truro	-	3	2	-	-	-	1	-	-	-	-	-	6
Tyngsboro	-	1	-	-	-	-	4	-	-	-	-	-	5
Upton	-	-	1	-	-	-	3	-	-	-	-	-	4
Uxbridge	-	11	9	-	-	-	2	-	-	-	-	-	22
Wakefield	7	77	36	-	-	-	5	-	-	-	-	-	125
Walpole	3	19	7	-	-	-	3	-	-	-	-	-	32
Ware	4	18	11	-	-	-	3	-	-	-	-	-	36
Wareham	2	28	20	-	-	-	8	-	-	-	-	-	58
Warren	-	-	-	-	1	-	2	-	-	-	-	-	3
Watertown	43	199	79	-	1	-	84	118	65	-	-	27	616
Wayland	-	2	-	-	-	-	4	-	-	-	-	-	6
Webster	3	33	28	-	-	-	4	-	-	-	-	-	68
Wellesley	1	62	27	-	-	-	6	-	-	-	-	-	96
Wellfleet	-	-	-	-	-	-	1	-	-	-	-	-	1
Westborough	-	1	-	-	-	-	3	-	-	-	-	-	4
West Boylston	2	-	-	-	-	-	1	-	-	-	-	-	3
West Bridgewater	-	5	8	-	-	-	3	-	-	-	-	-	16
Westford	-	1	4	-	-	-	3	-	-	-	-	-	8
Weston	3	10	8	-	-	-	2	-	-	-	-	-	23
Westport	-	4	-	-	1	-	5	-	-	-	-	-	10
West Springfield	10	156	68	-	2	-	87	42	41	-	-	149	555
Westwood	4	27	30	-	-	-	2	-	-	-	-	-	63
Weymouth	15	170	53	-	-	-	14	103	36	-	-	32	423
Whitman	-	18	5	-	-	-	6	-	-	-	-	-	29

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Williamsburg	-	-	1	-	-	-	-	-	-	-	-	-	1
Williamstown	-	13	6	-	-	-	3	-	-	-	-	-	22
Wilmington	3	44	13	-	-	-	4	-	-	-	-	-	64
Winchendon	-	14	10	-	2	-	1	-	-	-	-	-	27
Winchester	7	45	35	-	-	-	2	-	-	-	-	-	89
Winthrop	14	82	49	-	1	-	45	41	25	-	-	19	276
Wrentham	1	3	7	-	-	-	2	-	-	-	-	-	13
Yarmouth	-	1	-	-	-	-	3	-	-	-	-	-	4

WELFARE

<u>DISTRICTS</u>	1	7	4	-	1	1	93	-	-	-	-	-	107
Assabet	-	-	-	-	-	-	1	-	-	-	-	-	1
Bay Path	-	-	-	-	-	-	4	-	-	-	-	-	4
Belchertown-													
Granby	-	-	-	-	-	-	2	-	-	-	-	-	2
Brimfield-													
Holland	-	-	1	-	-	-	-	-	-	-	-	-	1
Central													
Berkshire	-	-	-	-	-	-	2	-	-	-	-	-	2
Central Essex	-	-	-	-	1	-	4	-	-	-	-	-	5
Central													
Franklin	-	-	-	-	-	-	4	-	-	-	-	-	4
Dover-Sherborn	-	1	-	-	-	-	2	-	-	-	-	-	3
Eastern													
Berkshire	-	-	-	-	-	-	6	-	-	-	-	-	6
Eastern													
Franklin	-	1	-	-	-	-	7	-	-	-	-	-	8
East Longmeadow-													
Wilbraham	-	-	-	-	-	-	3	-	-	-	-	-	3
Manchester-													
Wenham	-	-	-	-	-	-	2	-	-	-	-	-	2
Nashoba	-	-	-	-	-	-	4	-	-	-	-	-	4
Newbury-Rowley	-	2	-	-	-	-	2	-	-	-	-	-	4
Northern													
Berkshire	-	-	1	-	-	-	4	-	-	-	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

WELFARE
DISTRICTS (Continued)

Northern Franklin	-	-	1	-	-	-	3	-	-	-	-	-	4
Northern Middlesex	-	1	-	-	-	-	4	-	-	-	-	-	5
Northern Worcester	1	1	-	-	-	-	6	-	-	-	-	-	8
Pentucket	-	-	-	-	-	1	2	-	-	-	-	-	3
Queboag	-	1	-	-	-	-	2	-	-	-	-	-	3
Southeast Hampden	-	-	-	-	-	-	4	-	-	-	-	-	4
Southeastern Berkshire	-	-	-	-	-	-	3	-	-	-	-	-	3
Southern Berkshire	-	-	1	-	-	-	4	-	-	-	-	-	5
Southern Franklin	-	-	-	-	-	-	4	-	-	-	-	-	4
Southwick-Granville	-	-	-	-	-	-	2	-	-	-	-	-	2
Takemmy	-	-	-	-	-	-	1	-	-	-	-	-	1
Tekoa	-	-	-	-	-	-	2	-	-	-	-	-	2
Wachusett	-	-	-	-	-	-	3	-	-	-	-	-	3
Western Berkshire	-	-	-	-	-	-	2	-	-	-	-	-	2
Western Franklin	-	-	-	-	-	-	2	-	-	-	-	-	2
Western Hampshire	-	-	-	-	-	-	2	-	-	-	-	-	2

NUMBER OF EMPLOYEES FOR YEAR ENDING NOVEMBER 30

TEN YEAR COMPARATIVE TABLE

Year	Commonwealth	Cities	Towns	Welfare Districts	Totals
1963	39,305	50,625	13,444	107	103,481
1962	37,273	50,188	12,736	95	100,292
1961	36,844	49,332	12,037	95	98,308
1960	36,387	48,596	11,704	78	96,765
1959	35,938	48,598	11,177	77	95,790
1958	35,460	48,727	10,943	73	95,203
1957	32,753	48,788	10,334	72	91,947
1956	30,742	49,283	9,740	62	89,827
1955	30,988	48,217	9,047	50	88,302
1954	20,205	54,626	8,432	51	83,314

NUMBER OF EMPLOYEES UNDER CIVIL SERVICE LAWS

1885 - 1963

Thousands

